

Pueblo of Laguna Annual Report 2011



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Governor Richard B. Luarkie

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GOVERNOR'S MESSAGE

Greetings everyone:

Happy New Year. I hope your year is off to a great start and I hope you all had a blessed Christmas season with family and friends. It is amazing at how fast this year has gone. It has been a year filled with the adjustment to a new administration, continuing the efforts of previous administrations and building our plans for the continued safeguard and progress of the Pueblo into the future.

As you will see in the following pages, the departments have made great progress and have evolved in a manner to better serve our community with timely and quality services. Recognizably, there is always room for improvement, but I firmly believe the tribal employees have done a wonderful job at stepping up and delivering on the services we are responsible for providing. I am also very appreciative to our entities for fulfilling their responsibilities to the community. LDOE, LDC, LRC, LHDME, LCC have all done their part and for that I am thankful.

Specific to tribal government, we are proud of the initiatives that we have been able to accomplish in each of the priority areas. As you know, the priorities are: Financial Stability, Housing, Healthcare, Education and Workforce Excellence. All of the priority teams have accomplished some great efforts such as the pursuit of a new charter school by the Educations task force, the development of a health care delivery model by the healthcare priority team, development of the workforce through the workforce excellence initiative and the identification of new investment opportunities through the financial stability team. In addition to these efforts and with new, innovative and creative initiatives of the tribal council, we have been able to capture \$23million through the New Market Tax Credits for the purpose of upgrading our water/wastewater system. With these new funds, we will be able to start the water/sewer projects this coming summer instead of waiting 4 years down the road for additional money. This a huge win for the entire community.

The retro budget for the next two years has also been set. This was the first time that there has been an increase in the budget that would allow for the day-to-day operations to enhance services, but also allow for the development and implementation of new initiatives that the community has asked for over the various years.

I am thankful for the council you have allowed me to serve with and we look forward to continuing our efforts on your behalf. May you have a blessed, safe and prosperous new year.

With warm regards,



Richard Luarkie
Governor

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PUEBLO OF LAGUNA
2011 ANNUAL REPORT
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OFFICE OF THE GOVERNOR

IN-HOUSE ATTORNEY

Mission

Under the direct supervision of the Governor, the In-House Attorney serves as the principle legal advisor, representative and counselor to the Pueblo of Laguna, including all programs and departments. The In-House Attorney ensures that all applicable laws are followed so that tribal sovereignty is protected and enhanced. The office is to provide assistance to avoid or prevent expensive legal disputes and litigation and protect the legal interests of the Pueblo government.

Scope of Work

The In-House Attorney advises and represents the Pueblo of Laguna in general legal matters, as assigned by the Governor and the Pueblo Council. The scope of work includes litigation filed by and against the Pueblo of Laguna; contract matters; relations with the U.S. Government; and relations with state and local governments and agencies. The In-House Attorney also works with various boards and committees as assigned. Furthermore, the In-House Attorney provides general legal services to Pueblo of Laguna programs and departments, on issues that arise on a day-to-day basis. The general legal services includes but is not limited to subject matters such as economic development, gaming, taxation, tribal lands, natural resources, environmental resources, cultural resources, civil and criminal law, administrative matters, health and welfare issues, and employment law. These duties also include drafting legal documents, ordinances, regulations, policies, procedures, position papers, legal memoranda and correspondence. In addition, the In-House Attorney monitors legal work assigned to outside counsel, maintains communication to prevent duplication of effort and effective resolution of problems and recommends the use and/or procurement of outside counsel as necessary or prudent.

Organizational Description

Number of Employees	1
Number of Laguna Pueblo Members	1

Employee	Title	Contact Number	Email Address
Casey Douma	In-House Attorney	505-552-5776	cdouma@lagunatribe.org

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2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo (100%)	\$103,309.00

2011 Goals / Objectives / Status

- Perform daily legal tasks for the Pueblo of Laguna.
- Provide legal services to the Pueblo before federal, state and local legislative bodies.
- Prioritize and construct language to amend to the Pueblo of Laguna Code including the passage of the Pueblo of Laguna Sex Offender Registration and Notification Act and new sexual assault laws.
- Monitor outside legal counsel contracts and control cost of outside legal services to the Pueblo.

2011 Accomplishments

- Passage of the Pueblo of Laguna Sex Offender Registration and Notification Act and the amendments to the POL Sexual Assault laws.
- New Mexico Redistricting Litigation: Serving as Co-Counsel in redistricting litigation lead by the Laguna Pueblo, Acoma Pueblo, Zuni Pueblo, Isleta Pueblo, Santa Ana Pueblo and the Jicarilla Apache Nation in State court.
- New Mexico Redistricting Special Legislative Session: actively participated on behalf of the Pueblo of Laguna along with the Native American Redistricting Work Group regarding redistricting efforts affecting the Pueblo of Laguna and other tribes in the state.
- Key amendments to the Pueblo of Laguna Code have been initiated to address inconsistencies in the Pueblo's laws.
- Pueblo of Laguna Board Selection Policy creates a standardized procedure for the Pueblo Council to select board members and standing committee members.
- Pueblo of Laguna Land Acquisition Policy establishes a formal process for the Pueblo to investigate land purchases.
- Attend and monitor New Mexico Legislative Sessions on behalf of the Pueblo of Laguna.
- Monitor Court of Appeals filings in NM State court concerning the overruling of the permanent designation of Mt. Taylor as a traditional cultural property.
- Participate in consultations with the United States Forest Service regarding the proposed uranium mines of Roca Honda and La Jara Mesa.
- Continued legal services to various Pueblo of Laguna Departments including but not limited to: Pueblo of Laguna Courts, Prosecution, Probation, Human Resources, Taxation, Environment and Natural Resource Department, POL Library.
- Provide assistance to the extent allowable to Laguna Pueblo citizens.
- Further reduced POL reliance on outside counsel for daily legal services to the Pueblo.

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2011 Challenges

- Due to fact that the redistricting process only happens every ten years, the Pueblo Council requested the In-House Attorney to be actively engaged in redistricting litigation and the In-House Attorney's time and workload had to be balanced by allocating more issues to be addressed by outside legal counsel.
- Increasing legal issues addressed by the In-House Attorney necessitate the need to expand the capacity of the In-House Attorney's office.

2011 Collaborations

- Assisted in Laguna Development Corporation's various initiatives including but not limited to: expansion of board of director positions, amendments to previous Council action, development of well-permitting process.
- Assisted the Laguna Department of Education in the clarification of their lease interests within the Village of Laguna.
- Assisted the LHDME and the Rainbow Corporations in addressing leasing issues.
- Assisted the Pueblo of Laguna Utility Authority in their efforts to secure a loan from the Pueblo of Laguna.
- Collaborated with the Department of Natural Resources in consultations with federal and state agencies regarding proposed uranium mines in the Mt. Taylor region.
- Assisted the Pueblo of Laguna Chief Prosecutor in efforts to pass the Pueblo of Laguna Sex Offender Registration and Notification Act along with new Sexual Assault laws.
- Coordinated with the Pueblo Prosecutor, Public Defender, and Probation departments to examine amendments to the Pueblo's Criminal Code that required updates or needed to be established.
- Assisted village Mayordomos and Staff Officer on matters concerning their respective villages.
- Assisted the Pueblo of Laguna Tax Administrator on various taxation issues.
- Assisted Pueblo of Laguna departments and committees with legal review for issues including but not limited to: development of Memorandum of Understandings, contract review, policy amendments, grant submission, code interpretation, analysis of various state and federal laws, preparation for Staff Officer and Council Meetings etc.
- Collaboration with the Bureau of Indian Affairs on various realty issues concerning the Pueblo.
- Collaborated with the Native American Redistricting Work Group in the redistricting initiative at the NM State Legislature.
- Collaborations with the Pueblos of Acoma, Zuni, Santa Ana, Isleta and the Jicarilla Apache Nation in the redistricting litigation.
- Coordinate with outside legal counsel regarding legal issues they are contracted to address on behalf of the Pueblo.

2011 Highlights

- The passage of essential laws for the Pueblo of Laguna was conducted through a cooperative effort that sought community consultation.

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- New policies created by the In-House Attorney and others provide the Pueblo Council with an improved process that works towards the goal of efficiency.
- Assisted the Governor in various initiatives aimed at community reflection, historical research, and seeking long term sustainment of Pueblo of Laguna core values.
- Capacity building within the In-House Attorney's office has resulted in the reduction in legal costs from outside counsel for daily matters concerning the Pueblo of Laguna.

2011 Future Plans / Goals / Objectives

- Continue with NM Redistricting litigation in pursuit to configure legislative districts that are reflective of the Pueblo of Laguna and other Pueblo and Apache plaintiff's requests.
- The In-House Attorney will continue to provide daily legal services to the Pueblo, its programs and departments.
- Continue to coordinate and prioritize amendments to the Pueblo of Laguna Code.
- Continue collaborations with other departments, agencies and programs to facilitate cooperation in addressing the Pueblo's legal issues.
- Continue to increase the capacity of the In-House Attorney's Office.
- Assist the Pueblo of Laguna leadership in expanding the legal infrastructure that is reflective of the Pueblo's core values.

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VETERAN'S PROGRAM

Mission

To promote the rights of all Veterans and their dependents through a progressive legislative platform; to protect their rights through education, communication and technology; and to work collaboratively with the Department of Veteran Affairs and other nationally chartered Veterans organizations to assure that all Veterans and their dependants receive the entitlements afforded all US military veterans.

Scope of Work

This includes: VA Health Care Benefits, Veterans with Service-Connected Disabilities, VA Improved Disability Pensions, Education and Training, Home Loan Guaranty, VA Life Insurance, Burial and Memorial Benefits, Reserve and National Guard Benefits, Special Group of Veterans, Transition Assistance, Dependants and Survivors Health Care, Dependant and Survivors Benefits, Appeal of VA Claims Decisions, Military Medals and Records, other State and Federal Veterans Benefits.

Organizational Description

Number of Employees	1
Number of Laguna Pueblo Members	1

Employee	Title	Contact Number	Email Address
Marvin Trujillo	Tribal Veterans Service Officer	(505) 552-5767	mtrujillo@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo (100%)	83,000

2011 Goals / Objectives / Status

- To provide accessible local services to Veterans and their dependants by having an accredited Veterans Service Officer stationed at the Pueblo.
- To assist Veterans and their dependants in application for State of New Mexico and Federal Veterans Benefits.
- To assist Veterans with application for Discharge Paperwork DD-214, NGB-22 and with Personal Military History and records.
- To assist Veterans with application for Service-connected disability compensation.
- To assist Veterans with application for Improved Disability Pensions.

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- To provide Veterans and their dependants with Military Burial and Memorial Benefits.
- To assist Veterans and their dependants with application for the National Cemetery Funeral Honors, Flags, and Veterans Headstones.
- To assist Veterans and their dependants with application into the Veteran's Administration Medical Center (VAMC) for health benefits.

2011 Accomplishments

- Legislation signed by the All Indian Pueblo Council was approved supporting Native American Veterans and the improvement of their health care and VA benefits.
- Brought in over 250,000 dollars in annual Service Connected disability, VA improved pension and healthcare benefits.
- Legislation signed the National Congress of American Indians that supported all tribes and reemphasized Government to Government consultation pertaining to Native American Veteran's health care and the Memorandum of Understanding between the Indian Health Service and the VA.
- Marvin Trujillo Jr. appointed by the Secretary of Veterans Affairs, Eric J. Shinseki to the Advisory Committee for Minority Veterans. The Committee is responsible for advising the Secretary of Veterans Affairs and Congress on VA's administration of benefits and provision of healthcare, benefits, and service to minority veterans.

2011 Challenges

- No recurring funds available at the Federal and State level for funding operations and Tribal Veteran Service Officers (TVSO) on tribal lands.
- Transportation not available for Veterans for appointments at the VA Hospital and VA Regional Office in Albuquerque.

2011 Collaborations

- Developed a new relationship with the All Indian Pueblo Council's Veterans Committee. Marvin Trujillo Jr. currently sits as the Co-Chair for the committee.
- Developed a new relationship with the Department of Veterans Affairs, Office of Tribal Government Relations (OTGR) to work on the following areas: Government to Government consultation, the IHS/VA MOU, Housing, and Economic Development.
- Developed a new relationship with the VA Medical Center in Albuquerque to provide Home Based Primary Care to local Native American Veterans in the Community. The home based care brings Nurses, doctors, and needed medical equipment and services to the home of the Veteran.
- Working with the New Mexico Department of Veterans Services and the New Mexico Veterans Business Resource Center in Santa Fe to develop resources available to Native American Veterans interested in starting businesses.
- Collaborated with Native American Independent Living Coalition, Partners for Success, Laguna Acoma Connections, Laguna Rainbow Center, Laguna Housing, Native American Community Finance, the Acoma Food Distribution Center, and the Laguna Department of Education family advocate section to develop a referral system to better assist Veterans with disabilities.

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2012 Future Plans / Goals / Objectives

- Work with the Office of Tribal Government Relations (OTGR) to provide better service for Native American Veterans at the Acoma Canoncito Laguna (ACL) Hospital.
- Work with the OGTR and the Laguna Housing Development Management Enterprises (LHDME) to increase the number of home loan guarantee utilized at the Pueblo.
- Work with the Veterans Business Resource Center in Albuquerque and the American Indian Chambers of Commerce in Albuquerque to develop Native American Veteran and Service Connected Disabled Native American Veteran's Businesses in the region.
- Seek funding from the New Mexico Legislature for Transportation for Native American Veterans to and from the VA Regional Office and VA Medical Center.
- Seek funding from the New Mexico Legislature for a Native American Liaison position to better support Native American Veterans needs and advocate on their behalf at the State Level

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OFFICE OF THE PUEBLO SECRETARY

SECRETARY'S OFFICE

Mission

In keeping with the “Workforce Excellence” mandate, this office is committed to make the best use of time to meet the needs of not only Pueblo /community members, but of our fellow workforce partners efficiently and expeditiously.

Scope of Work

- Records minutes of all Council and Staff meetings and other official meetings as the Council may direct; all records of meetings are available for timely follow-up and dissemination to the villages.
- Coordinates with Pueblo of Laguna programs and entities for Council scheduling when needed; assists tribal members and other customers to process and record tribal documents relative to Attorney Approvals, Business Licenses, Evergreen Permits, Permits to Enter POL Land, Request to Reside on Laguna land, Residential Leases, Quitclaim Deeds and Use of Tribal Building for Programs and Entities.
- Monitors on a regular basis the activity of Central Records and the Enrollment Office.
- Plays lead role on Review Committee to fill Board vacancies: 1) informs Council of vacancies for “call for nominations” at villages; 2) contacts nominees for resumes’, 3) coordinates with other Committee members to schedule interviews to ensure that the Committee makes good choices on Board selections.

Organizational Description

Number of Employees	3
Number of Laguna Pueblo Members	3

Employee	Title	Contact Number	Email Address
Michael A. Silva	Pueblo Secretary	(505) 552-5761	msilva@lagunatribe.org
Robert E. Mooney, Sr.	Central Records Clerk	(505) 552-1222	rmooney@lagunatribe.org
Esther Antonio	Adm. Assistant	(505) 552-5762	eantonio@lagunatribe.org

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2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$171,478.00

2012 Goals / Objectives / Status

- To work toward getting one of the best Central Records systems by establishing an index for ease in records/information retrieval by any staff or Pueblo official who may have need for this information.
- Keep current water and other natural resources exploration records, whether done by contract or tribal, on behalf of the Pueblo of Laguna, including all work done by the entities on behalf of the Pueblo of Laguna.
- Information on all water and trust litigation issues should be kept current and readily accessible.

2011 Accomplishments

- Prepared agendas for Council and Staff Officers' meetings; communicated and coordinated with program personnel, Pueblo entities and other guests for attendance at Council and Staff meetings.
- As of December 21, 2011, completed minutes of Pueblo Council Meetings Number 1 through 34.
- As of December 29, 2011, completed minutes of Staff Officer Meetings Number 1 through 26.
- Prepared and completed Court of Appeals records.
- Worked with Ranking Committee to rank nominations for recommendation to Pueblo Council for appointments to Board vacancies. In September, Council adopted a new method to fill Board vacancies; serves in lead role on this Review Committee.
- Processed Tribal Resolutions Nos. 01-11 to 68-11.
- Monitored activities of Pueblo of Laguna Enrollment and Central Records.
- Met with the Pueblo Treasurer and Enrollment Staff to define Per Capita Ordinance; Enrollment Staff assisted Mayordomos on assessments for smooth distribution process.
- Assisted Election Board with preparation of documents, resolution, etc. for Tribal Election.
- Central Records continues good working relationship with attorneys and other experts in preparation for upcoming litigation to meet State/Federal reporting.

2011 Challenges

- To continue to work with Administrative Assistant on the function of this office and her role as support person for the Secretary. The goal is have immediate staff function with minimal supervision in the performance of duties and responsibilities.
- To have a solid Records Retention and Retrieval system in the Central Records Office; all pueblo documents should be easily located when the need arises.
- Central Records will continue to separate non-record material for purging and continue to improve records retention and retrieval system.

2011 Collaborations

- Collaborated with various tribal program staff and other outside entities to meet needs from Office of the Pueblo Secretary including Enrollment Office and Central Records which may not have been widely publicized as a function of Pueblo government.
- Central Records will continue to work with NAGPRA (Native American Graves Protection and Repatriation Act) for good outcomes in this area.

2011 Highlights

- “Workforce Excellence” (began as Council adopted priority of Operational Efficiency) training afforded to all tribal employees for attitude changes to work more efficiently.
- Council training on “Crucial Conversations” focused on “team building” by learning our own basic characteristics for a better fit in Council interactions.
- Council Summit: Council members heard from earlier Governors on how things were done while in office, and reminded members that times change and processes should change as needed; entire theme during 2-day session was team building and how to succeed as a team by making collective efforts on behalf of the Tribe.

2012 Future Plans / Goals / Objectives

- To reduce the paperwork overload in the Office of the Pueblo Secretary by keeping on-site essential records and forwarding to Central Records as needed. Plans are to open up dialogue with immediate staff for true understanding of the debt we owe to the Pueblo of Laguna by employing us by working proficiently.
- To continue staff training with focus on “workforce excellence” mandates.
- To continue to assist Tribal Membership and General Public in any way possible for more positive outcomes.
- This may be the year the Pueblo of Laguna can accomplish a Secretarial Election for purposes of defining roles of the Department of Interior and Pueblo of Laguna to determine Pueblo Constitutional changes.
- To implement new process to fill vacant Board positions quickly.

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ENROLLMENT

Mission

To maintain membership rolls of the Pueblo of Laguna, according to the Pueblo of Laguna Constitution, Enrollment Ordinance and Resolutions; to assist individuals applying for Laguna Tribal membership, and to issue Certificates of Indian Blood and/or membership cards for purposes of receiving services from various programs and organizations.

Scope of Work

- Maintains records of Laguna tribal members, regular and naturalized, and update daily.
- Issues membership applications for Tribal membership, keeping daily log.
- Conducts Enrollment Committee meetings twice monthly to process enrollment applications, requests for relinquishments and Laguna blood quantum increases.
- Enrollment staff and Committee present to Council quarterly applications, requests for relinquishment and blood quantum increases for official Council action.
- Issues Certificates of Indian Blood for enrolled members, both regular and naturalized; issues Indian Preference Form 4432 for enrolled members seeking Government employment.
- Issues Descendent Certificates of Indian Blood for individuals who are not enrolled members to verify they possess a degree of Laguna/Indian blood.
- Issue photo IDs for both members and non-members on weekly basis.
- Provide IIM forms monthly to tribal members reaching age 18; review forms for accuracy, forward to Southwest Regional Office, Office of Special Trustees, for processing.
- Assist with funeral expense benefits for family member deaths; assist funeral homes for payment for mortuary services.
- Provide membership counts, CIBs and other pertinent information to programs, agencies, and entities to assist in obtaining funding, conducting probate hearings (BIA), criminal investigations, ICWA cases and other services.
- Provide family trees to individuals at their request.
- Correspond on individual requests on enrollment, per capita and tribal elections.
- Provide Notary services as requested.
- Assist with information to individuals who were adopted as infants for possibility of becoming enrolled members.

Organizational Description

Number of Employees	2
Number of Laguna Pueblo Members	2

Employee	Title	Contact Number	Email Address
Lorraine Alonzo	Enrollment Mgr.	(505) 552-5772	lalonzo@lagunatribe.org
Barbara Analla	Enrollment Clerk	(505) 552-5773	banalla@lagunatribe.org

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2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$117,090

2011 Goals / Objectives / Status

- Continue maintenance of current and accurate membership roll.
- Assist tribal members and others to obtain enrollment for their children and, in some cases, for themselves.
- Assist general public by providing enrollment information/documents, i.e., CIBs, Indian Preference forms for employment, tribal IDs, etc.
- Assist general public with Notary Public services and vital records from Santa Fe.
- Continue working with other programs/organizations/entities by providing enrollment information, documentation and statistics.
- Continue to work with Accounting Office and mayordomos in yearly PCD process.

2011 Accomplishments

- Enrolled 116 new tribal members, regular and naturalized.
- In collaboration with Human Resources staff, developed Tribal Employee Identification cards; will begin issuing IDs for all Pueblo of Laguna employees.
- Installed EVitals, an electric vital records system for registration and issuance of death certificates; attended training with New Mexico Vital Records to learn the use of the system; this has helped expedite filing of death certificates so family members can obtain death certificates in a timely manner.
- Obtained training funds for one staff person .

2011 Challenges

- Having to finish last quarter without immediate Supervisor, working with an “Acting” Tribal Secretary.
- Adjusting to new Administration.
- Attempting internal “audit” of all enrollment records for efficiency and accuracy, while maintaining everyday functions of the Enrollment Office.
- Continuing process to expedite filing of death certificates, working with Vital Records Office for these documents.
- Working with other projects and requests which required extra staff time.
- Continue to assist village mayordomos to implement assessment of village dues.

2011 Collaborations

- Worked with other tribal programs throughout year to provide information for tribal members to receive services through these various programs.
- Worked with other Enrollment Offices to verify enrollment status, request CIBs and inquire about various enrollment issues.

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- Assisted Accounting Office during per capita distribution for current listing of regular enrolled members and addresses.
- Assisted Election Board to conduct mid-year election of Council Representatives.
- Worked on 2010 U.S. Census count, collaborating with Federal census staff.
- Worked with OMI, hospitals, hospices, nursing homes, OMI and doctors to initiate and complete/file death certificates.
- Monthly trips to Vital Records Office in Santa Fe for legal documents for tribal and non-tribal members.
- Assisted BIA Probate Offices to provide documents for probate hearings; assisted various law offices with documents to help families obtain miners' compensation.
- Assisted Laguna Social Services and other Human Services departments, both in and out of state, to provide assistance for ICWA cases.
- Assisted Laguna Tribal Courts to obtain Court Ordered Paternity Decrees to enroll a child or increase Laguna blood quantum of individuals.
- Provided information to various TANF offices to obtain services for tribal members.

2011 Highlights

- 1 staff person attending training in San Diego, CA in April 2011.
- Secured available funds for extra supplies for I.D. camera, new desk and business cards.

2012 Future Plans / Goals / Objectives

- To conduct thorough review of all Tribal Enrollment records to maintain efficient records.
- To obtain new enrollment software to be compatible with needs of Tribal Enrollment Office in maintaining records for all tribal members.
- Hire 1 new staff person.

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OFFICE OF THE PUEBLO TREASURER

TREASURER'S OFFICE

Mission

The Treasurer shall supervise the financial affairs of the Pueblo in accordance with policies, direction and subject to such controls as are established by the Pueblo Council and the Treasurer shall be responsible for maintaining the necessary financial records.

Scope of Work

The Treasurer's department has the responsibility for the financial administration and protection of assets of the Pueblo in accordance with policies, direction, and controls established by the Pueblo Council. This includes but is not limited to annual financial and single audits, budget, financial policies, investment policies and grants management as well as reporting to the Council, program managers, and outside governmental agencies. The Treasurer's Office is also responsible for the development and monitoring of the yearly operating budget for the Pueblo Council in collaboration with the Office of the Governor.

Treasurer: David Martinez
Pueblo of Laguna
P.O. Box 194
Laguna, New Mexico 87026
dmartinez@lagunatribe.org

Organizational Description

Number of Employees	11
Number of Laguna Pueblo Members	11

Employee	Title	Contact Number	Email Address
Brooke Whitmore	Chief Financial Officer	(505)552-5779	bwhitmore@lagunatribe.org
Vacant	Controller		
Vacant	Grants & Contracts Manager		
Vacant	Accounting Supervisor		
Helen Lorenzo	Executive Assistant	(505)552-5765	hlorenzo@lagunatribe.org
Valerie Aragon	Purchasing Agent	(505)552-5792	varagon@lagunatribe.org

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Anna Tso	Accountant	(505)552-5796	atso@lagunatribe.org
Maytha Chavez	Grant Accounting Technician	(505)552-5783	mchavez@lagunatribe.org
Melody Riley	Grant Accounting Technician	(505)552-5790	mriley@lagunatribe.org
Terri Ruben	Payroll Technician	(505)552-5782	truben@lagunatribe.org
Leah Deutsawe	Accounts Payable Technician	(505)552-5791	lideutsawe@lagunatribe.org
Denise Garcia	Accounts Receivable Technician	(505)552-5788	dgarcia@lagunatribe.org
Francis Bautista	Inventory Technician	(505)552-6717	hbautista@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Treasurer's Office	\$131,180
Accounting Office	\$746,645
Mayordomo's Budget	\$5,823
Pueblo Council Budget	\$397,406
POL Tribal Overhead/Professional Services	\$2,091,051
Total Funding Managed by Treasurer's Office	\$3,372,105

2011 Goals / Objectives / Status

- Provide financial accounting support to 48 Pueblo programs and approximately 112 Federal & State grants.
- Monitor the \$13.8 million Pueblo budget.
- Ensure compliance with financial reporting requirements at all levels of funding.
- Work in collaboration with the Enrollment office to ensure timely processing of the annual per capita distribution.
- Work in collaboration with the Budget & Finance Committee to develop the 2012 Tribal Operations Budget.
- Through the investment committee, perform due diligence to provide returns on investments and generate revenue for the Pueblo of Laguna.

Investment Status

The Investment Committee continued to adjust the portfolio's allocation as we continued through a trying economic environment and difficult financial circumstances for the financial markets. While the volatility has been tremendous, we have been able to achieve moderate growth and maintain the necessary income to meet our budgetary needs. Over the course of the past 3 years, the investment portfolios have grown from their low of \$105MM on 12/31/2008 to

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approximately \$182MM. The increase in the portfolios has been helped significantly from additions to the portfolio which included Public Service Co., of New Mexico (PNM) and additional cash share from Laguna Development Corporation. In addition, the gain in value of the portfolio plus net income has contributed approximately \$32MM. The various funds have recouped their 2008 losses by approximately \$10MM.

Beginning & Ending Balances	Laguna Total Fund
Beginning Balance – 12/31/2007	\$121,163,162
Net Contribution/Withdrawal	\$7,378,904
Net Change in Investment Activity	(\$23,000,618)
Ending Balance -12/31/2008	\$105,541,448
Beginning & Ending Balances	Laguna Total Fund
Beginning Balance – 12/31/2008	\$105,541,448
Net Contribution/Withdrawal	\$6,763,034
Net Change in Investment Activity	\$18,000,746
Ending Balance -12/31/2009	\$130,305,228
Beginning & Ending Balances	Laguna Total Fund
Beginning Balance – 12/31/2009	\$130,305,228
Net Contribution/Withdrawal	\$12,073,140
Net Change in Investment Activity	\$12,767,399
Ending Balance -12/31/2010 (*)	\$155,145,767
Beginning & Ending Balances	Laguna Total Fund
Beginning Balance – 12/31/2010	\$155,145,767
Net Contribution/Withdrawal	\$24,665,442
Net Change in Investment Activity	\$1,871,636
Ending Balance -11/30/2011	\$181,682,845

* Data for 2010 has been restated to reflect full year 2010.

2011 Accomplishments

- Received an unqualified audit report on the 2010 Primary Government-Wide Financial Statements.
- Received an unqualified audit report on the 2010 Department of Grants & Administration (Single Audit), with no Federal Award Findings.
- Received an unqualified audit report on the 2010 POL Reporting Entity Financial Statements.
- Filled the vacant Chief Financial Officer position.
- Estimated surplus of the Tribal Budget \$1,500,000 due to cost cutting measures across all programs.
- Coordinated with Enrollment Office & Village Mayordomos to ensure a timely per capita distribution

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- Successful coordination with the Budget & Finance Committee on the preparation of the 2012 – 2013 Tribal Operations Budget, approved by council on December 15, 2011.

2011 Challenges

- Lack of fully developed and deployed Financial Policies in place to guide and direct the Pueblo of Laguna overall financial and accounting processes; individual policies exist to fill a need but they are not part of a full Financial Policy System
- Lack of fully developed and deployed Standard Operating Procedures derived from Financial Policies in place to ensure consistent application of accounting processes over the programs; individual SOP's exist to fill a need but they are not part of a full SOP System
- Lack of qualified applicants to fill Controller, Grants and Contracts Manager position
- Transition of new staff additions took more time due to lack of complete policy guidance associated with carrying out of daily tasks
- Severe cold weather in early 2011 caused water breaks in program and Pueblo buildings, increasing insurance premium costs

2011 Collaborations

- REDW, LLC – 2010 Primary Government Financial Statement Audit, 2010 Single Audit, & 2010 Pueblo-Wide Financial Statement
- Ralph Huybrechts – 2011 Indirect Cost Proposal
- Anuscewicz & McCabe – 2010 Audit Preparation
- Pueblo of Laguna Utility Authority – Sub grant agreements & contracts
- RB Methods – MIP Software Consultants
- New Mexico IT Solutions – Technical Support
- Tribal First Insurance Company – Insurance Carrier for the Pueblo
- John Ulrich, Sovereign Finance – Investment Consulting
- Bureau of Indian Affairs – Grant awards, budgets, drawdowns, financial reports
- Wells Fargo Bank – Commercial Banking

2012 Future Plans / Goals / Objectives

- Develop and obtain Council approval of Comprehensive Financial and Accounting Policies for the Pueblo of Laguna.
- Develop and successfully deploy departmental Standard Operating Procedures (SOP's) supporting Council approved Financial and Accounting Policies.
- Perform due diligence in filling department vacancies for key personnel positions (Controller, Grants & Contracts Manager & Accounting Supervisor).
- Work towards obtaining low risk audit status.
- Work at developing in-house capacity for development and timely submission of Indirect Cost Proposal for future years
- Continue to work toward receiving an unqualified audit report for the Primary Government, Grants & Administration, and POL Reporting Entity Financial Statements.
- Continue providing financial support to all tribal programs and grants.

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- Continue to work the Budget & Finance committee in the monitoring of the 2012 Tribal Budget and development of the 2013 Tribal Budget.
- Continue to work in collaboration with the Enrollment office to ensure timely processing of the annual per capita distribution.
- Continue to work with the investment committee to ensure returns on investments and generate revenue for the Pueblo of Laguna.

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TAX ADMINISTRATION

Mission

The Mission of the Pueblo of Laguna Tax Administration Division is to ensure the consistent application and enforcement of the Pueblo's Tax Administration Ordinances and Statutes and provide concise and accurate accounting of the revenue generated by the tax base that assists in providing essential governmental services to the Pueblo of Laguna.

Scope of Work

The Tax Administration Division is established to provide a stable and secure conduit in which all issues concerning the Pueblo's Tax Ordinances are centralized. Additionally, it seeks to promote the objectives of the Pueblo by seeking to accurately administer and propagate the Tax Policies of the Pueblo of Laguna. By working with various government, private, and similar entities, the Tax Administration Division ensures to maintain and identify opportunities that provide a secure tax base imperative to providing the basic services essential to the welfare of the Pueblo membership. The Division, therefore, interprets and employs the various Tax Ordinances, Resolutions, Directives, and Orders prescribed by the Pueblo of Laguna for the benefits and interests of the Tribe. Additionally, the Division will continuously and vigorously preserve and protect the Pueblo of Laguna's inherent right as a sovereign nation by maintaining an ethical and professional manner.

Organizational Description

Number of Employees	1
Number of Laguna Pueblo Members	1

Employee	Title	Contact Number	Email Address
Edwin G. Martinez	Division Director	(505) 552-5787	emartinez@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Tribal	\$92,332.00

2011 Goals / Objectives / Status

- Continued establishment of Tax Administration Division
- Continued creation of operational procedures
- Maintain filing system
- Continued improvement of tax reporting documents
- Monitor existing tax base and identify new tax revenue opportunities

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- Continued effort in establishing information sharing network between Tribal Secretary's Office, Tribal COO's Office, and Tribal Treasurer's Office
- Monitor and assess effectiveness of Cooperative Agreement between POL and New Mexico Taxation and Revenue Department
- Educate and propagate all necessary parties of their obligations under the new Pueblo Gross Receipts Tax
- Monitor and maintain the new Pueblo Gross Receipts Tax
- Improve communication and collaboration with New Mexico Taxation and Revenue Department
- Increase and realize tax revenue from previous year
- Effectively and efficiently operate within budget

2011 Accomplishments

- Standard Operating Procedures currently in progress
- Collected first Pueblo of Laguna Gross Receipts Tax payments
- Projected end of year increase in total tax revenue collections of approximately 5% over 2010
- Collaboration with Nordhaus Law Firm seeking an amendment to the current Gross Receipts Tax Cooperative Agreement with the State of New Mexico, transferring authority to the Pueblo Tax Administration Division to administer and collect tax revenue generated from Class 1 receipts
- Completion of administrative processing of Cigarette Tax for Indian Pueblo's Marketing Inc. resulting in revenue for the Pueblo of Laguna of over \$58K
- Improved communications and collaborations with Tribal Secretary's Office, Tribal Treasurer's Office, Tribal COO's Office, and Accounting Office
- Improved communications and collaborations with the New Mexico Taxation and Revenue Department

2011 Challenges

- Public education and awareness of new Tax Administration Division
- Cooperation and collaboration between Pueblo entities and the Tax Administration Division
- Maintaining a cooperative environment with the State, County and Local Governments
- Identifying additional tax revenue sources
- Enforcement of Pueblo Gross Receipts Tax
- Possible changes to State tax legislation

2011 Collaborations

- New Mexico Taxation and Revenue Department
- New Mexico Department of Transportation
- Nordhaus Law Firm
- Indian Pueblo's Marketing Inc. / Indian Pueblo Cultural Center
- Laguna Development Corporation
- Pueblo of Laguna Tribal Secretary's Office

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- Pueblo of Laguna Tribal COO's Office
- Cibola County Assessor's Office
- Bernalillo County Assessor's Office
- Pueblo of Laguna CFO's Office
- Pueblo of Laguna IT Department

2011 Highlights

- Successful completion of administrative duties for Indian Pueblo's Marketing Inc. in the collection of Cigarette Taxes
- Implementation, enforcement and collection of Pueblo Gross Receipts Tax
- Improved tax records filing system
- Improved tax revenue reports
- Updated reporting forms and documentation for Pueblo Gross Receipts Tax
- Developing information sharing network between Tribal Secretary's Office, Tribal COO's Office, State Tax & Revenue Department, State Department of Transportation, and various other government and private entities
- Improved Tax Administration processes and procedures

2012 Future Plans / Goals / Objectives

- Continued identification of tax revenue sources
- Business licensing requirements for all businesses operating within the Pueblo of Laguna
- Completion of Standard Operation Procedures Manual
- Increased tax revenue from Pueblo Gross Receipts Tax

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PUEBLO OF LAGUNA JUDICIAL SERVICES

COURTS

Mission

In accordance with the Constitution of the Pueblo of Laguna, the Laguna judicial system exercises its judicial powers in a professional, respectful, fair manner that recognizes tribal customs and traditions, and protects tribal sovereignty while promoting community safety, open communication and justice.

Scope of Work

The Pueblo of Laguna Court is the Judicial branch of the Pueblo of Laguna government. The Pueblo Court has jurisdiction over Civil and Criminal matters as they pertain to Laguna tribal members and those non-tribal members who reside upon or enter the jurisdiction of the Pueblo. The Pueblo Court consists of Civil, Criminal, Traffic, Children's and Community Wellness Courts. The Public Defender, the Prosecutor and Probation and Parole Services, are also under the umbrella of the Laguna Pueblo Court.

The Laguna Pueblo Court addresses all civil matters filed including but not limited to traffic, wildlife, trespass, probate, tort, commercial, debt, housing evictions and arrearages, paternity, legal separations, custody, child support, adoptions, protection orders, guardianships, name changes, children in need of care, elder in need of care, juveniles, and ICWA cases.

The Laguna Pueblo Court has concurrent criminal jurisdiction with the United States over major crimes and addresses all criminal matters under the Laguna Criminal Code, Elder Code and Family Protection Code. The criminal docket consists of arraignments, motion hearings, pre-trials, bench trials on the merits, jury trials, and probation review and revocation hearings.

Organizational Description

Number of Employees	18
Number of Laguna Pueblo Members	11

Employee	Title	Contact Number	Email Address
Peggy L. Bird	Presiding Judge	(505) 552-6687	pbird@lagunatribe.org
(Vacant)	Associate Judge	(505) 552-6687	
Allan Toledo	Pro tem judge	(505) 552-6687	
Janet Riley	Court Administrator	(505) 552-5845	janet@lagunatribe.org
Michele Lucero	Criminal Court	(505) 552-5841	michele@lagunatribe.org

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	Clerk/Wellness Court Clerk		
Sharon Keryte	Traffic	(505) 552-5846	sduran@lagunatribe.org
(Vacant)	Civil Court Clerk	(505) 552-5848	
Victoria Day	Bailiff/Process Server	(505) 552-5847	vday@lagunatribe.org
Deborah Cheromiah	Administrative Assistant I	(505) 552-5840	deborah@lagunatribe.org
Bruce Fox	Public Defender	(505) 552-5859	bfox@lagunatribe.org
Mark Dyea	Probation Manager	(505) 552-5844	madyea@lagunatribe.org
Thomasina Leon	Adult Probation Officer	(505) 552-5842	tleon@lagunatribe.org
Chris Witt	Juvenile Probation Officer	(505) 552-5861	cwitt@lagunatribe.org
Marilyn Joe	Juvenile Probation Officer	(505) 552-5856	mjoe@lagunatribe.org
David Adams	Chief Prosecutor	(505) 552-5863	dadams@lagunatribe.org
Mary Ahan	Juvenile Prosecutor	(505) 552-5862	mahan@lagunatribe.org
Gwen Kasero	Crime Victim Witness Advocate	(505) 552-5849	gkasero@lagunatribe.org
Christine Sarracino	Administrative Assistant II	(505) 552-5855	csarracino@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Bureau of Indian Affairs 638 contract	\$369,511
Pueblo of Laguna	\$249,008
U.S. Department of Justice	\$350,000 covering 10/1/2010 to 9/30/2013

2011 Goals / Objectives / Status

Overall goal is to exercise judicial powers vested by the Pueblo of Laguna Constitution to strengthen tribal sovereignty as a branch of the Pueblo of Laguna government.

- **Objective 1:** Maintain and operate a judicial system under the laws of the Pueblo of Laguna throughout FY 2011-**Status:** Maintained an ongoing docket for all courts. Court was closed only one and one-half work days during the year (excluding holidays).
- **Objective 2:** Improve court security system by June 2011-**Status:** There was a delay due to the renovations of the Court building that were planned to occur in 2011. The renovations will take place in 2012 and will include changes in the electrical system.

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Additional electrical equipment cannot be installed without overloading the current system.

- **Objective 3:** Improve overall efficiency of case management and file storage-(a). Obtain case management software and implement by October 2011 **Status:** Case management software has been purchased. Implementation will take place in 2012. (b) Obtain scanners and implement **Status:** Court Clerks and Administrative Assistant I are scanning documents when time is available.
- **Objective 4:** Work with NM Legal Aid to schedule workshops-**Status:** The legal workshop, “Law Day” scheduled for December 5, 2011 was cancelled due to snow and will be rescheduled for 2012.
- **Objective 5:** Work with in-house attorney to develop process for revising and updating Codes **Status:** A legislative committee, that includes the in-house attorney, was formed in October 2011, has made a list of sections of the code that need to be amended and a list of new Code provisions. The legislative committee will be presenting proposed revisions to the Pueblo Council on a quarterly basis beginning in 2012.
- **Objective 6:** Maintain staff training, certification and licenses **Status:** The Chief Judge, Public Defender and two Court Clerks attended training to maintain their licenses and certifications.
- **Objective 7:** Continue collaboration with Laguna Prevention Coalition (LPC) and other entities **Status:** The Court participated in monthly LPC meetings, attending their retreat in January 2011, and participated in LPC activities such as the Walk Down the Line.
- **Objective 8:** Work with other Laguna entities to finalize Integrated Justice Center (IJC) plans and seek funding. **Status:** The Court has participated in meetings to finalize the IJC plans. The Court participating in submission of an application for funding through the 2011 U.S. Department of Justice Coordinated Tribal Assistance Solicitation and the application was not selected for funding.

2011 Accomplishments

- New Civil Court Clerk attended Court Clerk training and received her Court Clerk I certification in November 2011.
- New Bailiff/Process Server was hired and successfully completed her probation period.
- Presiding Judge and Public Defender attended the annual National Drug Court conference in June 2011 with members of the Pueblo of Laguna Community Wellness Court team.
- Presiding Judge, Wellness Court Clerk, Public Defender, and Probation Manager participated, with other members of the Laguna Community Wellness Court team, in the Tribal Healing to Wellness Court Planning Initiative Training Program in Mesa, AZ in April 2011.

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- All attorney staff (Presiding Judge, Public Defender, Prosecutors) maintained state bar licenses
- Presiding Judge attended quarterly meetings of the NM Tribal-State Judicial Consortium and was designated as a tribal representative for the Southern Pueblos region by the N.M. Supreme Court
- Court Administrator, Presiding Judge, Public Defender, Prosecutor, Probation Manager and other members of the Laguna Advisory Board completed the CAPPs: From Planning to Implementation training session on March 22-24, 2011.
- Presiding Judge, former Associate Judge, Prosecutor, Public Defender and Juvenile Probation Officer completed the Tribal Court Management of Alcohol and Drug Cases training on June 20, 2011 at the National Judicial College.
- Court Administrator and Presiding Judge participated in the TCAP (Tribal Courts Assistance Program) Orientation on February 7, 2011 and completed the Grant Program Management Training on February 7-9, 2011.
- All Judicial branch staff (Courts, Probation & Parole Services, Prosecutors Office, and Public Defender) participated in the annual planning session in October 2011 and established goals and objectives for 2012.
- Prosecutor, Public Defender, Detention Commander, Presiding Judge and Melissa Riley of Unified Solutions represented the Laguna Advisory Board and made a presentation at the 23rd Annual Multi-Jurisdictional Law Enforcement Training Pre-Conference on November 7, 2011.
- Members of the Laguna Advisory Board made a presentation in August 2011 to the Pueblo Community.

2011 Challenges

- Operating out of the old Laguna Rehabilitation Center building continues to be a challenge. We are looking forward to having renovations completed in 2012.
- We have operated throughout most of 2011 with staff shortages, the Bailiff/Process Server position was vacant, then two Court Clerk positions were vacant (one has been filled and another is still vacant), and there is a vacancy for the Associate Judge position. These vacancies create stress on existing staff who are stretched to fill in for the vacant positions.

2011 Collaborations

- Continued collaboration with the Laguna Prevention Coalition (LPC) by attending monthly meetings and participating in LPC activities such as the annual Walk Down the Line and prom night
- Collaborated with Laguna Behavioral Health Services, Laguna Police Department, Laguna Detention, Laguna Social Services, Laguna Family Services and Laguna Prosecutor's Office to prepare and submit the Pueblo's application to the Coordinated Tribal Assistance Program in April 2011.
- Continued collaboration through the Laguna Advisory Board to review status of grants, work on grant applications, and work together on projects to address the public safety at the Pueblo of Laguna.

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2011 Highlights

- 237 new civil cases were filed in 2011 (as of 12/05/11) compared to 201 filed in 2010
- 453 criminal cases filed in 2011 (as of 12/05/11) compared to 445 filed in 2010
- 2168 traffic cases filed in 2011 (as of 12/05/11) compared to 2,253 filed in 2010
- 6 individuals graduated from the Laguna Community Wellness Court (as of 12/05/11).
- 51 juvenile cases filed in 2011 (as of 12/05/11) compared to 61 filed in 2010
- \$183,945.62 collected in fines, assessments, filing fees, court costs (as of 12/05/11)
- Publication of Public Record on a monthly basis in the Kukadze'eta newspaper

2012 Future Plans / Goals / Objectives

- Maintain and operate a judicial system under the laws of the Pueblo of Laguna throughout 2012
- Maintain an ongoing docket for all Courts
- Maintain & update staff credentials through training
- Finalize Standard Operating Procedures
- Conduct & improve outreach to the community
- Improve case record management
- Review Court assessment to make improvements to judicial system

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PROSECUTOR

Mission

In order to support an environment of safety, security and lawful behavior for the community of the Pueblo of Laguna, the Office will use lawful and reasonable methods to successfully identify, apprehend and prosecute those who commit crimes. When crime occurs, we will diligently pursue the arrest, indictment and conviction of those responsible, and at the same time respect all safeguards for the accused. This will be accomplished through cooperation with other law enforcement agencies, at the local, county, state and federal levels, and with the community as a whole. Our staff is committed to ensuring that victims and witnesses are treated with compassion and dignity. We also participate in various educational and public awareness programs to reduce crime throughout the Pueblo and provide an atmosphere of cooperation, confidence and mutual respect.

Scope of Work

The Office of the Prosecutor is part of the Pueblo of Laguna Court and is under the administrative direction of the Governor. The Prosecutor is responsible for the enforcement of the Pueblo of Laguna Criminal Code, Children's Code, and violations of various civil provisions throughout the code. The Chief Prosecutor and Juvenile Prosecutor are state licensed attorneys and are also licensed to practice law in the Pueblo of Laguna Court. Our service is to the Pueblo of Laguna Council and in turn the community at whole.

The Office of the Prosecutor is an essential part of the Pueblo government and serves as an important forum for insuring public health and safety and preserving the political integrity of the Pueblo of Laguna.

Organizational Description

Number of Employees	4
Number of Laguna Pueblo Members	2

Employee	Title	Contact Number	Email Address
David Adams	Chief Prosecutor	(505) 552-5863	dadams@lagunatribe.org
Gwen Kasero	Crime Victim Advocate	(505) 552-5849	gkasero@lagunatribe.org
Mary Ahan	Juvenile Prosecutor	(505) 552-5862	mahan@lagunatribe.org
Christine Sarracino	Admin. Assistant	(505) 552-5855	csarracino@lagunatribe.org

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2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$176,235
Department of Justice (JAG Grant)	\$75,000

2011 Goals / Objectives / Status

- **Goal:** Seek and apply for grant opportunities to develop a juvenile wellness court to include various Pueblo departments/**Objective:** Applied for Grant in February 2011/**Status:** Office was awarded Grant in October 2011 in the Amount of \$220,000. Funds may be used to establish Juvenile Wellness Court in January 2012.
- **Goal:** Promote the reduction of violence through community education, and continued prosecution of violent crime/**Objective:** Initiated and facilitated 3 Community Information Sessions during the summer and early fall of 2011. Sessions focused on violence and sexual abuse in the community and what we are doing and what we can do better to address the serious problem/**Status:** The project will be ongoing to ensure that we do our best at raising awareness in the community so we can work together to reduce crime.
- **Goal:** Finish drafting and approve through legislation the Pueblo of Laguna Sex Offender Code/**Objective:** Document was completed in September 2011/**Status:** Approved by Council as law in October 2011
- **Goal:** Finish drafting and approve through legislation and update to Sexual Assault Laws/**Objective:** Document was completed in September 2011/**Status:** Approved by Council as law in October 2011
- **Goal:** Establish an MOU between the Pueblo of Laguna and NM Attorney General's Office to participate on Internet Crimes Against Children Task Force/**Status:** Approved by Council as law in October 2011
- **Goal:** Implement a model of restorative justice for cases that meet certain criteria to allow family members and community members to get together before a prisoners release to address the wrong doings and allow the inmate to apologize in person/**Objective:** Office of the Prosecutor has offered to facilitate the opportunity for inmates and community to meet before an inmate's release to make amends/**Status:** Drafting legislation specific to this effort is ongoing

2011 Accomplishments

- Completion of the Sex Offender Code and Sexual Assault Laws
- First tribe in New Mexico to become a member of Internet Crimes Against Children Task Force
- Chief Prosecutor was selected to become 1 of 3 Prosecutor's in Indian Country to serve as a Special Assistant to the United States Attorney's Office
- Awarded Tribal Youth Grant to create a Juvenile Wellness Court
- Statistically crime is still 25% below where it was in 2008 which is an accomplishment for the entire community. Crime can increase or decrease on any given year for a variety

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of reasons, but a steady decrease over three year period of time is certainly an accomplishment.

2011 Challenges

- Trying to do more to reduce crime in the community, but due to a high caseload it is difficult to find the time and resources to devote the necessary time to such efforts.
- Managing 500 or more criminal cases when a Prosecutor should only be managing no more than 400 cases according to studies
- It has been a considerable challenge seeking rehabilitation and treatment services for juveniles. We currently have to send juveniles to Santa Fe for detention and find it difficult to meet the ongoing needs of our youth with limited resources.
- Addressing adult recidivism.
- Limited community involvement when hosting Community Information Sessions

2011 Collaborations

- Collaborate with the Public Defender, Probation, Behavioral Health, and the Chief Judge on running the Pueblo of Laguna Wellness Court on a weekly basis.
- Collaborate with the Public Defender, Probation, Behavioral Health, Social Services, Public Safety Department, and the Chief Judge by participating on the Laguna Advisory Board.
- Work extensively with Pueblo of Laguna Criminal Investigators and Police Officers on investigation and filing of criminal complaints in Pueblo Court.
- Met with the Mayordomo's Association on three occasions.
- Work with BIA, FBI, and the US Attorney's Office on ways to improve our working relationship.
- Meet with victims of violent crime on a weekly basis to help guide them to appropriate services and prepare them for upcoming hearings.
- Work with inmates on ways to improve their lives by encouraging them to participate in counseling, education, and to seek out employment opportunities.

2012 Future Plans / Goals / Objectives

- **Future Plan:** Continue to Chair Legislative Committee with a **Goal** to propose new legislation to the Pueblo Council for legislative approval/**Objective:** To pass 20 new laws for our criminal and civil code in 2012.
- **Future Plan:** To hire a new Chief Prosecutor/**Objective & Goal:** To work full time for the US Attorney's Office as Special Assistant Attorney assigned to crimes against women in Indian Country and improving partnerships between the multiple jurisdictions
- **Future Plan:** Implement a Juvenile Wellness/Diversion Court to address substance abuse amongst our youth offenders. Incorporate a healing approach that uses the Laguna Way of Life as well as traditional counseling to help reduce recidivism/**Objective:** Attend a training specific to developing a youth wellness court. Develop a team to participate as the working group of the wellness court. Obtain materials necessary for participation/**Goal:** For the Laguna Youth Wellness Court to be in operation by summer 2012.

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- **Future Plan:** Start a campaign against crimes against women and children within the community. Continue to hold information sessions to educate the community on how crimes affect our well being/**Objective:** Host 3 community information sessions in 2012 geared towards educating & informing the community about our mission to end violence against women and children **Goal:** Gain communal support in the campaign and develop innovative ideas and strategies at what we can do differently to address these types of crimes.

PUBLIC DEFENDER

Mission

The mission of the Office of Public Defender is to provide quality legal services to adults and juveniles in criminal cases and limited types of civil cases in the Pueblo Court of the Pueblo of Laguna.

Scope of Work

The Office of the Public Defender is part of the Laguna Pueblo Court, and is under the administrative direction of the Governor. The Public Defender provides legal services at no cost to adult defendants in criminal actions and juveniles in delinquency actions where the defendant may be sentenced to at least six months incarceration, and other types of cases where there are concerns about liberty interests, such as termination of parental rights proceedings, and involuntary mental health commitment proceedings. The person employed as the Public Defender is a state licensed attorney and licensed to practice law in the Laguna Pueblo Court.

Legal services consist of representation, consultation and advocacy in the Pueblo Court at arraignments, pre-trial hearings, bench and jury trials, probation revocation hearings, motion hearings, sentencings, and appeals to the Pueblo of Laguna Court of Appeals. During legal representation the Public Defender drafts and reviews written pleadings such as complaints, motions, memorandum of points and authorities, sentencing reports, probation revocation reports, and appeal briefs and conducts legal research on various legal issues. The Public Defender also interviews clients and witnesses and reviews evidence in preparing a defense or resolution of cases before the Pueblo Court.

As to the number of cases handled by the Public Defender, overall it is estimated that in the Pueblo Court there will be approximately 500 criminal complaints, 60 juvenile delinquency proceedings, and 3 – 10 termination of parental rights proceedings filed. It is estimated that the Public Defender will either represent or provide legal advice to approximately 500 of those individuals. This estimate is based on the Public Defender providing legal services to individuals in those types of proceedings except those facing very minor criminal charges, hiring private attorneys, or being denied Public Defender services because a conflict of interest occurs which prevents the Public Defender from such representation.

Based on past and current Public Defender practices, it is estimated that the Public Defender carries approximately 100 – 200 open cases. Of those it is estimated that the majority are criminal cases but there will be 10 – 20 juvenile cases, 3 - 10 termination of parental rights and involuntary mental health commitment cases combined, and 1 or 2 cases on appeal to the Court of Appeals of the Pueblo of Laguna.

Organizational Description

Number of Employees	1
Number of Laguna Pueblo Members	0

Employee	Title	Contact Number	Email Address
Bruce C. Fox	Public Defender	(505)-552-5859	bfox@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$249,008 (The Public Defender operating budget is included within the Court's annual budget and is fully funded by that portion of the Court budget received from the Pueblo of Laguna)

2011 Goals / Objectives / Status

- **Goal.** Provide quality legal representation to clients. **/Objective.** Ensure that Public Defender clients are treated fairly in the Pueblo Courts. **/Status.** The Public Defender continues to provide competent, professional representation of individuals in the Pueblo Court, and continues to assist those that need an attorney to find legal representation when the Public Defender is unable to provide services.
- **Goal.** Improve the justice system and support and educate the Pueblo of Laguna. **/Objective.** Collaborate with others in order to provide alternatives to jail, find and apply for grants, and educate the community. **/Status.** The Public Defender participates in Wellness Court, an alternative to jail focusing on addictions, works on legislation, does community outreach, and participates on the Laguna Advisory Board.

2011 Accomplishments

- Continued to participate as a member of the Wellness Court team which provides an alternative to jail to those seeking to get out of the criminal justice system through sobriety.
- Communicated with attorneys licensed to practice in Pueblo Court regarding standards of practice.
- Continued to organize a filing system in order to maintain accurate statistics of Public Defender cases, which is essential for annual budget purposes and grant applications.
- Attended meetings of the New Mexico Pueblo State Judicial Consortium, which is an organization of Pueblo and state judges whose purpose is to address issues regarding jurisdiction and sovereignty.

- Attended trainings on improving Wellness Court and understanding addictions, and provided a training on public defender services in Tribal Courts and collaboration practices used in the Laguna Advisory Board.
- Completed annual legal education classes which are required in order for the Public Defender to continue to be licensed to practice law in the Laguna Pueblo Court and the New Mexico courts.
- Provided input to the Pueblo Prosecutor, and the Pueblo Council Staff Attorney during the implementation process of the new Pueblo of Laguna SORNA ordinances.
- Assisted in drafting Pueblo Court Rules of Criminal and Civil Procedure.
- Assisted in drafting Pueblo of Laguna Probation Resolution and Ordinance clarifying the role of probation officers.
- Participated in two community presentations and a presentation to the Mayodomos Association.

2011 Challenges

- Develop a system whereby persons eligible for Public Defender services will receive legal assistance regardless of whether the Public Defender is prevented from personally doing so due to a conflict of interest. This requires the Public Defender to work with private attorneys, the University of New Mexico Law School student law clinic, and the New Mexico Legal Aid Santa Ana Office.
- Try to ensure that when someone seeks advice from the Public Defender even if that person does not have a criminal case pending that they either receive legal advice or are directed to someone who can provide legal advice or representation. This is to address the individuals who often contact the Public Defender on non-criminal legal matters simply because they do not know where else to go. This requires maintaining regular communications with the legal aid groups throughout New Mexico in order to remain updated as to the types of assistance that they provide.

2011 Collaborations

- For purposes of providing a more effective and a fair judicial system, the Public Defender will continue to collaborate with other offices such as the Pueblo Prosecutor, Pueblo Probation Services, the Criminal Court, and the Pueblo of Laguna Detention/Police Department on projects throughout the year, in particular as a member of the Laguna Advisory Board and the Legislative Committee.
- The Public Defender participated as a Wellness Court team member. The Wellness Court was established as a court that would provide an alternative to jail to individuals who face criminal charges, and who have a substance abuse problem, and want assistance in becoming sober and maintaining sobriety.
- Contacts were maintained with private attorneys, the University of New Mexico Law School, and the New Mexico State Public Defender Department in order to discuss and review mutual criminal and jurisdictional issues.

2012 Future Plans / Goals / Objectives

- Continue to maintain Public Defender quality legal representation.

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- Continue to collaborate with other involved professionals and staff in order to improve the Pueblo of Laguna judicial system, including rules of procedure.
- Develop an outreach plan in order to educate the public about the Pueblo of Laguna judicial system.
- Develop an effective strategy for handling conflicts of interest. This would involve getting private attorneys, New Mexico Legal Aid, and/or the University of New Mexico School of Law to commit to handling some criminal cases in Pueblo Court on a volunteer basis, and would also involve exploring the possibility of hiring one or two private attorneys through contract to represent individuals on conflict cases. This would also involve seeking funding through grants and other sources including the Pueblo of Laguna.
- Expand the Wellness Court by encouraging more individuals to apply since there are a large number of individuals charged with crimes who have substance abuse problems with which they would like help.
- Develop a plan and funding proposal for expanding the Office of the Public Defender to include secretarial, paralegal, and/or investigator support, and consultation with experts, such as psychologists, as needed.
- Become more familiar with the grant application process and seek grant funding for any plans/goals/objectives that involve the need for funding.
- Develop independence from the Court budget by submitting and requesting approval for a separate Public Defender 2012 annual budget.

PROBATION & PAROLE

Mission

The mission of the Pueblo of Laguna Probation & Parole Services is to provide supervision, guidance, assistance or direction to individuals as ordered by the Pueblo Court in accordance with the Pueblo of Laguna Code.

Scope of Work

Probation & Parole Services is managed by the Probation Manager and is included in the POL Pueblo Court organizational structure. Probation & Parole Services is divided into Adult Probation and Parole Services and Juvenile Probation services. Adult services include but are not limited to pre-trial monitoring, supervision of individuals placed on probation or parole, and alternative services including the Laguna Community Wellness Court and the Alternative Supervision Program. Juvenile services include, but are not limited to supervision of juveniles placed on, Informal Adjustment, Consent Decree, or adjudicated delinquent, monitoring truancy contracts, investigation and referral of juvenile complaints to the Juvenile Prosecutor, and assist in transporting to and from juvenile detention and treatment services. Both adult and juvenile probation officers also provide office visits, home/school visits, urine drug and/or alcohol breath testing, and case staffing with appropriate community service providers.

Organizational Description

Number of Employees	4
Number of Laguna Pueblo Members	4

Employee	Title	Contact Number	Email Address
Mark Dyea	Probation Manager	(505) 552-5844	madyea@lagunatribe.org
Thomasina Leon	Adult Probation Officer	(505) 552-5842	tleon@lagunatribe.org
Chris Witt	Juvenile Probation Officer	(505) 552-5861	cwitt@lagunatribe.org
Marilyn Joe	Juvenile Probation Officer	(505) 552-5856	mjoe@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$210,627

2011 Goals / Objectives / Status

- During an October 2010 retreat the Program identified the following goals for the program:

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- Goal # 1- Fully staff Probation Department – **Status: ACHIEVED** – As of December 5, 2011 the Program is fully staffed. On February 13, 2011 Mark Dyea was hired as the Probation Manager creating a vacant Adult Probation Officer position. August 23, 2011 Marilyn Joe was hired to fill the vacant Adult Officer position. Juvenile Probation Officer Tai Paquin resigned her position on September 7, 2011 and Thomasina Leon was hired on September 26, 2011 to fill the Juvenile Probation Officer vacancy. In November 2011 Officer Joe and Officer Leon transferred job titles.
- Goal #2 - Update and maintain staff training and certification – **Status: ACHIEVED** – During 2011 the Probation staff has attended several conferences and trainings to enhance their skills and the Probation Staff became members of the American Probation Parole Association. Probation Manager Dyea renewed his membership with the National Association of Drug Court Professionals. Juvenile Probation Officer Chris Witt renewed his IR-8000 testing certification.
- Goal #3 - Obtain a safe, reliable department vehicle – **Status: CONTINUING** – The Program does have a program vehicle that was obtained from the Laguna Police Department in 2010; however this vehicle is extremely old and in need of repairs. The Program does not utilize this vehicle due to safety concerns. In April 2011 discussions began with the Pueblo of Laguna Police to potentially obtain a newer vehicle. The Program submitted a Capital Purchase request with the 2012 Operating Budget.
- Goal #4 - Add Probation to the Pueblo Code – **Status: ACHIEVED** - On December 3, 2011 the Pueblo Council passed a resolution that: 1) amends the Pueblo of Laguna Code §15-3-3 Probation to Probation and Parole, and defines Probation and Parole, Duties of a Probation Officer, allows for commissioning, and establishes authority and jurisdictional limitations for the Program and Officers; and 2) establishes §15-14-21 Probation or Parole Violation in the Pueblo Code which establishes a new criminal offense of Probation or Parole Violation and the sentencing options.
- Goal #5 - Improve supervision tools and resources – **Status: ACHIEVED** - The Program received funding from the 2010 CTAS grant to purchase 9 alcohol monitoring ankle bracelets to improve the supervision of program clients. In July 2011 the Program implemented an Alternative Supervision Program (ASP) that includes monitoring of clients with alcohol monitoring and home confinement with the SCRAMx ankle bracelets. In September 2011 the Pueblo Prosecutor's Office was awarded a grant that included funds to purchase five additional SCRAMx units for use with juvenile clients.
- Goal # 6 - Seek funding support to enhance the Laguna Community Wellness Court and to enhance the provision of probation/parole services overall – **Status: CONTINUING** – On April 21, 2011 the 2011 CTAS grant application was submitted and in Purpose Area #3 of the application funding was requested for a full – time Wellness Court Coordinator. In September 2011 the Program was notified that we were not awarded any funds from this grant.
- Goal #7 - Establish Juvenile Wellness Court for those juveniles in need of more intensive services – **Status: CONTINUING** - The Program had been working with the Juvenile Prosecutor on developing a Juvenile Wellness Court and IN September 2011 the Prosecutor's Office was awarded funds through the 2011 CTAS grant for the development of a Juvenile Wellness Court Program. Juvenile Probation Officer Marilyn

Joe is assigned to work with the Juvenile Prosecutor to develop a Juvenile Wellness Court Program.

- Goal #8 - Continue collaborations with other Pueblo departments and outside resources – **Status: ON-GOING** – The Program has developed working relationships with other Tribal entities as well as outside agencies over the past 8 years. The Program continues to foster existing relationships and develop new relationships.

2011 Accomplishments

- On February 7-10, 2011 Former Juvenile Probation Officer Tai Paquin attended the Anti-Drug Coalitions of America (CADCA) 21st Annual National Leadership Forum in National Harbor, Maryland as part of the Laguna Prevention Coalition.
- Probation officers attended the 2010 American Probation Parole Association Winter Training Institute on February 27 – March 2, 2011 in Orlando, Fla.
- Probation Manager Mark Dyea presented information at a workshop on State and Tribal Collaboration during the 2010 American Probation Parole Association Winter Training Institute.
- Probation Manager Dyea attended the Community Analysis Process for Planning Strategies (CAPPS) Training in Reno, NV as a member of the Laguna Advisory Board on March 21-24, 2011.
- Probation Manager Dyea and JPO Paquin attended the Tribal Healing To Wellness Court Planning Initiative Training Program in Mesa, AZ, as members of the Wellness Court team on April 4-8, 2011.
- Officer Witt successfully completed the re-certification training to perform alcohol breath tests using the Pueblo of Laguna Police Department's IR-8000 through May 2013.
- Probation staff attended Workforce Excellence Planning Summit and Conflict Resolution Training.
- Former Juvenile Probation Officer Tai Paquin attended training on Drug Courts in Reno, NV on June 26-30, 2011.
- Probation Manager Dyea attended the 16th Annual National Association of Drug Court Professional Conference in Washington, DC on July 17-20, 2011.
- Implemented Alternative Supervision Program that includes alcohol monitoring and home confinement program with the use of SCRAMx ankle bracelets. Probation Manager Dyea and Juvenile Probation Officer Witt attended SCRAMx Certification Training in Littleton, Co.
- Probation Manager Dyea complete Manager Training
- Juvenile Probation Officer Joe attended training of developing a Juvenile Wellness Court in Las Vegas, NV on December 6-8, 2011

2011 Challenges

- The Program operated with one vacant position for over eight months of the year that had an adverse impact on the amount of time the program was able to devote to each client.
- The program operated without an effective system of tracking clients until this year, so the program has worked to establish a client tracking database to increase effectiveness of program.

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- The program operated without a clear definition of the authority vested in the program and officers for detaining and arresting clients.
- The program continues to provide services to an increase in the number of clients that are being ordered to supervision.

2011 Collaborations

- Member of Laguna Advisory Board
- Laguna Workforce Excellence
- Continued collaboration with Laguna Behavioral Health Services to conduct Laguna Community Wellness Court
- Continued collaboration with the Navajo Nation Probation/Parole Service and the State of New Mexico Probation / Parole for courtesy supervision.
- Collaboration with Laguna Detention Facility to provide testing for clients

2011 Highlights

- Presentation at the annual American Probation Parole Association's annual conference in February 2011 – State / Tribal Re-Entry Collaboration
- Adult Probation Officers supervised and provided services to 332 clients (as of 12/7/11) in 2011 compared to 307 in 2010
- Juvenile Probation Officers supervised and provided services to 149 adult clients (as of 12/7/11) in 2011 compared to 35 in 2010
- Juvenile Probation Officers supervised and provided services to 94 juveniles (as of 12/7/11) in 2011 compared to 69 in 2010
- Juvenile Probation Officers handled 45 informal adjustments (as of 12/7/11) in 2011
- 49 juvenile cases were formally filed in 2011 (as of 12/7/11) compared to 57 filed in 2010
- The Alternative Sentencing Program has provided 841 days of alcohol monitoring and or electronic monitoring to 22 clients since July 2011.

2012 Future Plans / Goals / Objectives

- Update and Maintain Staff Certifications through conferences and trainings to increase the effectiveness and efficiency of program operations
- Revise and Implement Probation Standard Operating Procedures that reflect expanded authority identified in the amended §15-3-3 of the Pueblo of Laguna Code
- Expand the Alternative Supervision Program
- Increase Officer Safety Training and Tools
- Obtain Safe, Reliable Program Vehicle

PUEBLO OF LAGUNA OPERATIONS

CHIEF OF OPERATIONS

Mission

The mission of the Chief of Operations Office is to increase the quality and quantity of services essential to meet the needs the Pueblo of Laguna membership and communities and assist in improving the quality of life across the Pueblo.

Workforce Excellence vision: “We are a workforce passionately pursuing excellence. We are one heart, one mind, honoring and reinvigorating the Laguna way of Life.”

Scope of Work

The Chief of Operations develops appropriate strategic directions and controls for all operations that promote accomplishing goals and objectives and the effective and efficient operations of all Departments and Programs specifically under his authorities and within his responsibilities. To align, focus and motivate personnel to achieve performance goals through programmatic assessment and performance standards that promote and result in continued improved operations. To identify, secure, and allocate resources that promotes and allows the achievement of the Chief of Operations Office mission. In addition, the Chief of Operations assists in the direction and management of the executive functions of the Pueblo government as directed by the Council, Staff Officers, and Governor.

The Chief of Operations is responsible for the Pueblo of Laguna Capital Improvement Plan Process that assists the Council in its annual appropriations of funds from the Debt Service Fund to meet infrastructure needs within the community. The Chief of Operations has been delegated the authority and responsibility for the Pueblo wide efforts to improve and repair the water and wastewater systems within all six villages.

Organizational Description

In accordance with the current Pueblo organizational structure and approved position description, the Chief of Operations is under the general direction of the Governor. The Chief of Operations supervises the Executive Assistant and the Pueblo Departments under the direction of the Chief of Operations include the following: Administrative Services, Community Health and Wellness, Environmental and Natural Resources, Public Works and Public Safety.

Number of Employees	2
Number of Pueblo of Laguna Members	2

Employee	Title	Contact Number	Email Address
Jim Hooper, Jr.	Chief of Operations	505.552.6654	jhooper@lagunatribe.org
Terri L. Sarracino	Executive Assistant	505.552.6654	tlsarracino@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
General Fund Budget	\$183,382

2011 Goals / Objectives / Status

- All departments and programs under the COO submitted a final report on their FY 2010 goals and objectives to the Budget and Finance Committee in March 2011.
- All departments and programs under the COO submitted a mid-year report on their goals and objectives status as of June 30, 2011 to the Budget and Finance Committee in August 2011.
- COO and Department Directors provided the status of the goals and objectives to the Budget and Finance Committee prior to the FY 2012 budget process.
- Awarded a construction contract to Whiteriver Construction, Inc. for construction of the Kawaika Senior Center with a Notice to Proceed dated August 22, 2011. Completion date is scheduled for May 2012.
- Participated in consultation meetings with NMDOT and Laguna Development Corporation to review alternatives for the I-40 Exit 140 Interchange Project at Rio Puerco.
- Coordinating efforts with NMDOT for the proposed I-40, Exit 117 Bridge Deck Project as well as assisting in continued efforts to improve the intersection of State Road 124 and School House Road.
- Continued the collaboration efforts of the Workforce Excellence workgroup (formerly Operational Efficiency Work Group)
- Implemented required procedure for departments and programs to request Staff Officer and Council agenda items. Procedure has resulted in advance notice of Council action and improved efficiency in scheduling Staff Officer and Council meeting agendas. The procedure also requires all documentation for presentation to be submitted electronically and in advance of the meetings.
- Increased federal contracting including PL 93-638 contracts with the BIA for the Roads Maintenance Program, Natural Resources Program, Range Land Inventories Project, and the Hazardous Fuels Reduction Program.

2011 Accomplishments

- The Chief of Operations is responsible for the Pueblo of Laguna Capital Improvement Plan Process that assists the Council in its annual appropriations of funds from the Debt Service Fund to meet infrastructure needs within the community.
- Secured Council approval of the FY 2011 CIP projects in the amount of \$4,072,414.

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- Secured Council approval of the FY 2012 CIP projects in the amount of \$5,477,177.
- Secured approval from the USDA RD to utilize New Markets Tax Credits as other sources and include within the USDA RD water/wastewater funded project.
- Coordinated with the Pueblo's legal and financial advisors to develop a plan of finance to secure additional funding to complete the water/wastewater project.
- Completed and submitted a New Markets Tax Credit allocation application to the New Mexico Finance Authority totaling \$39,000,000. Received approval from the NMFA Board for an allocation of New Markets Tax Credits for the water/wastewater project in the amount of \$23,000,000.
- Received approval from USDA Rural Development for a grant of \$10,000,000, a loan of \$16,661,000 and other funds of \$4,186,000 for a total Phase I project of \$30,847,000 to design and construct the repair and improvements to the entire water system in the Pueblo of Laguna and one lagoon in Encinal. Completed the design and have submitted Plans, Specifications, and Estimate along with the Letter of Conditions Notebook to USDA for review and approval. The construction is anticipated to start in May of 2012.
- Developed and submitted six grant applications to the USDA Rural Development Native American Set-A-side Program for wastewater infrastructure repairs and improvements in all six villages totaling \$6,065,568. Received approval from the USDA of all six applications.
- Developed and submitted an FY 2011 grant loan application to the USDA Rural Development office. Received approval of an FY 2011 grant loan in the amount of \$2,850,000.
- The COO office assisted in preparing and developing for Council approval, seven engineering contracts with Bohannon Huston, Inc., to continue utilizing as the Engineer of Record for the wastewater project. This was approved by Council on November 5, 2011 and is for the seven USDA RD awards received in FY 2011.

2011 Challenges

- Implementing the terms and conditions of USDA RD regulations and New Markets Tax Credits requirements and consolidating all into one project. Completing and closing the transactions for the USDA grants and loans and the NMTC documents and agreements.
- Continuing to work on the priorities and additional tasks associated with the long term expectations.
- Work on funding and completing tasks under the Eastern Reservation Master Plan.
- Identification of sufficient funding to repair and improve the wastewater systems of the Pueblo of Laguna within all six villages.
- Identification of efficient and non-efficient operations and proposed essential governmental services to be presented to the Council in FY 2012.

2011 Collaborations

- The COO office continued to collaborate with all departments, programs, offices, and entities of the Pueblo.
- Continued collaboration with federal, state, and local agencies as needed.

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2012 Future Plans / Goals / Objectives

- Prepare for construction of the water/wastewater project to include training of internal staff and to identify consultants to provide construction/project management.
- Implement construction of the water/wastewater project within all six villages.
- Continue to search and secure funding to complete the entire repair and improvement of the Pueblo's wastewater system.
- Complete review and assessments of the status report of the December ending FY 2011 goals and objectives for all departments and programs under the COO.
- Incorporate the goals and objectives into the department directors and program managers' evaluation mechanism.
- Incorporate the final status report on the FY 2011 goals and objectives and a midyear review of FY 2012 goals and objectives into the next budget cycle.
- Develop and implement a procedure to allow for responses and reports to the Council on the Village Needs and Concerns section of all Council meeting minutes.
- Develop and implement a procedure to allow for tracking, assignment and follow up of all Council actions and directions inclusive of a periodic reporting mechanism for the Council.
- Continue efforts of the Workforce Excellence initiative.
- Identify delegation of authorities that improve efficiency within the Pueblo governmental structure.
- Complete the design of the 86,000 square foot Integrated Justice Center.
- Identify financing opportunities to construct the Integrated Justice Center.

ADMINISTRATIVE SERVICES DEPARTMENT

PLANNING

Mission

The Planning Program's mission is to help support the values and achieve the goals of the Pueblo of Laguna by providing expertise in planning and offering professional advice on issues that affect the Pueblo's physical development.

Scope of Work

The Planning Program develops and updates comprehensive and topic-specific plans for the Pueblo of Laguna; compiles data relevant to planning; designs and implements studies and public involvement processes necessary for planning; provides guidance regarding appropriate land use, master site planning, and building design; supports tribal departments in strategic planning processes and project management planning; and participates in regional planning processes and forums.

Organizational Description

Number of Employees	3 (plus interns)
Number of Laguna Pueblo Members	1

Employee	Title	Contact Number	Email Address
Sharon Hausam	Planner	(505) 552-1204	shausam@lagunatribe.org
Adriana Trujillo Villa	Associate Planner	(505) 552-1201	atrujillovilla@lagunatribe.org
Michael Natseway	Addressing Technician	(505) 552-1225	mnatseway@lagunatribe.org
Elroy Keetso	Intern		

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Tribal General Fund	\$305,770

2011 Goals / Objectives / Status

- Bike/Pedestrian Route Planning and Design – community involvement plan, desired characteristics, existing route mapping complete or in final draft stages; proposals for new and improved infrastructure and analysis of right way underway.

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- Capital Improvement Planning – 2012 POL CIP and submittal to New Mexico ICIP completed on schedule.
- Village Comprehensive Planning – continued work in Mesita, Paguate, and Paraje; renewed efforts in Encinal and Seama; shared resources with Laguna.
- E911 Addressing – 94% of land lines, 97% of occupied homes, and 91% of all homes (including vacant houses) within the villages are matched to an official physical address.

2011 Accomplishments

- Managed the bike and pedestrian route planning project. Worked with consultants and Community Biking and Walking Advisory Group to develop a community involvement plan, gather community input on desired route characteristics, map existing routes, and begin proposing new routes and improvements to existing routes.
- Coordinated scheduling, food, venue, publicity and notification, and other on-site aspects of community involvement for bike and pedestrian route planning. This included seven Community Biking and Walking Advisory Group meetings, two meetings with the mayordomos' association, presentations at village meetings, a community mapping workshop, a community open house, and various field mapping efforts. Also coordinated survey distribution and return.
- Administered the cooperative agreement with the Federal Highway Administration and the request for proposals and contract with Alta Planning + Design.
- Improved public outreach for the Capital Improvement Planning process, providing more direct support to villages and other groups with developing projects and filling out project worksheets.
- Presented 2012 Capital Improvement Plan to Council. Council approved the CIP, including \$5,317,648 in Pueblo funding for projects. Of this amount, 37% was for Pueblo-wide community services, 18% for Pueblo-wide community infrastructure, 28% for village improvements, 15% for safe working environment (government facilities), and 2% for Pueblo assets (Silver Dollar Ranch).
- Facilitated workshops for Mesita and Paraje to prioritize projects (as part of their village planning processes).
- Hosted weekend workshops in Encinal and Seama to obtain community input on multiple topics, renewing the comprehensive planning process.
- Drafted chapters of village plans, including population, housing, and land projections for Mesita and Paraje.
- Obtained 2010 Census and 2005-2009 American Community Survey data on the Pueblo, six villages ("census designated places"), and census tracts. Updated documents on population, housing, and economic indicators.
- Developed maps for each village showing infrastructure, existing lease areas, commercial and institutional building locations village area housing footprints, surface water irrigation, percent slope, soil suitability for residential and small commercial development (based on NRCS data), land suitability for residential and small commercial development – plus one Pueblo-wide map of geologic types (USGS data), and a map of the reclaimed Jackpile mine area.
- Provided comprehensive planning information to Laguna Village in March 2011.
- Began planning for multi-purpose building with Seama Village Planning Committee.

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- E911 Addressing – 94% of land lines are matched to official physical addresses, and can use E911 emergency service.

2011 Challenges

- The bike and pedestrian route planning project, especially coordination of community involvement efforts, has taken a great deal of time, some of which had been previously allocated for other efforts. This project is on a very tight schedule in order to meet federal deadlines for environmental clearances and allow the Pueblo to use some of the TIGER II funding for final design.
- The Capital Improvement Planning process continues to evolve. Plans for next year include additional improvements to public outreach and methods for evaluating projects.
- The six villages continued to participate in the planning program's comprehensive planning process to varying degrees.
- The lack of an official Pueblo government designee for matters related to economic development has affected the Pueblo's efforts in this area. At the Governor's request, the planning program developed a new initiative for the 2012 budget cycle to address this issue.

2011 Collaborations

- Collaborated with representatives of each of the six villages on the Community Biking and Walking Advisory Group, for bike and pedestrian route planning.
- Coordinated with Accounting on the USDOT TIGER II grant for the bike and pedestrian route planning project.
- Coordinated with multiple programs, departments, and entities for bike and pedestrian route planning, including Public Works for IRR data, Shaasrka Transit regarding bus stop locations, Sports and Wellness regarding "fun run" routes, LDOE regarding education campus planning.
- Coordinated with GIS program for mapping for bike-pedestrian project and comprehensive plans.
- Coordinated with Public Works, Accounting, and POLUA for CIP Technical Committee.
- Collaborated with village planning committees and mayordomos for community-based village comprehensive planning processes.
- Coordinated with Enrollment office to continue filling in gaps in enrollment counts over the years, for use in monitoring population trends.
- Collaborated with University of New Mexico Community and Regional Planning Program for two projects, Exit 108 area improvements (summer studio class), and Encinal and Seama weekend planning workshops (fall Planning on Native American Lands class).
- Began developing solutions to village housing needs with LHDME and Housing Priority Team.
- Participated in Tribal Emergency Response Commission (TERC).
- Presented E911 update to mayordomos' association in April.

- Working with Santo Domingo Pueblo planning staff and UNM Indigenous Planning + Design Institute, continued to help coordinate quarterly “Tribal Planners Roundtables,” which bring together tribal planners from across the state to share best practices.

2012 Future Plans / Goals / Objectives

- Complete bike and pedestrian route plan for the Pueblo’s village areas, and provide support to bike and pedestrian environmental and engineering design process.
- Complete annual capital improvement plan (CIP).
- Complete comprehensive plans for participating villages (ready for village adoption).
- Compile and submit information regarding Pueblo projects to outside entities when it will support implementation of Pueblo projects (for example, New Mexico Infrastructure Capital Improvement Plan).
- Gather, develop, and share information relevant to the achievement of Pueblo of Laguna community goals: data related to population, housing, and economic indicators; data related to lands, resources, infrastructure, and other aspects of land and physical development; road names and official addresses of structures.
- Coordinate and provide professional expertise on projects related to land and physical development at the Pueblo of Laguna.
- Coordinate site and land use planning projects as approved.

GIS/GPS

Mission

The Pueblo of Laguna's GIS/GPS Program promotes the integration of GIS technology into the Pueblo's business practices to improve government service, enhance the ability to find and compile spatial information, and facilitate data collection and analysis which shall aid in making better informed decisions by mapping Pueblo infrastructure.

Scope of Work

Integrate electronic & paper maps, aerial imagery, and geographic data into Geographic Information System (GIS), maintaining a Pueblo-wide geographic database.

Develop & monitor adherence to standards for inclusion of data in the GIS.

Digitally map locations in the field using Geographic Positioning System (GPS) equipment.

Provide support to tribal departments & entities in preparing electronic & paper maps.

Provide GIS training and guidance to tribal departments & entities.

Organizational Description

Number of Employees	One
Number of Laguna Tribal Members	Zero

Employee	Title	Contact Number	Email Address
Denise Price	GIS Manager	505-552-1203	dprice@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo (100%)	\$118,917

2011 Goals / Objectives / Status

- The GIS is fully equipped with hardware and software. However, because we have converted our stationary GPS base to a mobile base, additional equipment is needed to make the conversion to a mobile base. GIS software was obtained through BIA's contract with ESRI which provides federally recognized tribes with free GIS software.
- Develop a SQL database to store GIS data and use for a multi-editor environment. This database is in the testing phase and 2012 is when the master database will be developed. This is in progress and scheduled for completion late 2012.
- Natural Resources staff is collecting range management data. This is currently in progress expected to be completed midway through 2012.

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- Topographic data is being collected from aeriels flown in 2010 for all villages. This is currently in progress and scheduled for completing in early 2012.

2011 Accomplishments

- Standard Operating Procedures (SOP) for the GIS/GPS program were developed, updated, and approved in 2011.
- Village Comprehensive Plan GIS data was developed and completed this year.
- Provided GPS training to Engineering and Natural Resources staff members.
- GIS truck purchased in 2011.
- GIS data obtained from Resource Geographic Information System (RGIS), State/Federal Government, Companies, Consultants or existing POL data: 2011 NAIP photography, 2010 aerial photography, 4-foot contours, electric data from CDEC, mile post data for roads from NMDOT and railroads from BNSF.
- GIS data created: converted shapefile into SQL geodatabase, updated fire hydrants, created soils maps for best place to build residential and commercial buildings for village comprehensive plans.
- GPS'ed data this year was new fire hydrants installed this year in all villages for POL Fire Department.
- Maps were produced for Public Works, Chief of Operations, Human Resources, Tribal Member, Environmental, Natural Resources, Police and Roads & Range. Updated address map for Fire department.
- Assisted POLUA with the new waterline project for identifying ROW permits. Also assisted POLUA with identifying buildings without water meters for inclusion into the new water line construction scope of work to install those meters.
- Used water rights information provided by legal counsel and consultants to help the planning program create maps showing irrigated lands in each village.
- Worked closely with planning program to develop scope of work for bike-pedestrian route planning project, which includes extensive mapping efforts.

2011 Challenges

- Configuring the SQL database for use in a multi-user environment.
- Troubleshooting power surge issues with the GPS base station which would leave our GPS unit inoperable.
- Integrating GIS/GPS technology in the POL work place. There is a learning curve on both sides. The GIS/GPS program needs to learn how to integrate GIS with POL departments and staff. Departments and staff will need to learn how GIS/GPS program can help them in their everyday workday.

2011 Collaborations

- Collaborated with BIA Laguna Agency to research property ownership discrepancies.
- Collaborating with Natural Resources staff to collect and process GPS data for range management assets.

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2012 Future Plans / Goals / Objectives

- Conduct a GIS needs assessment with departments.
- Continue getting existing infrastructure into GIS.
- Continue providing GIS/GPS training when needed.
- Create master GIS database in SQL.

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INFORMATION TECHNOLOGY

Mission

The mission of the Information Technology Department maintains reliable, functional, and up to date computer systems, including hardware and software for all Pueblo operations.

Scope of Work

In accordance with the current Pueblo organizational structure, under the general direction of the Administrative Services Director, the Network Administrator maintains reliable, function, and up to date computer systems, including hardware and software for all Pueblo operations. The program also provides maintenance and oversight of computer replacements, repairs, upgrades and all procurement. The program provides technical support on hardware and software applications to employees as needed, and recommends computer and computer peripheral equipment or programs based on needs and usages. The IT Department is responsible for maintenance of computer use, recovery and disaster policies and procedures.

Organizational Description

Number of Employees	1
Number of Laguna Tribal Members	0

Employee	Title	Contact Number	Email Address
Denise Price	Acting Network Administrator	505-552-1203	dprice@lagunatribe.org
Rod Allison	Network Technician	505-552-5780	rallison@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo (100%)	IT's budget is shared with other Administrative Services Programs – Total Administrative Budget \$292,502

2011 Goals / Objectives / Status

- The goal of the IT Department is to keep current with security solutions and best practices to protect POL network/computer systems. Our network system has not experienced any significant downtime or failures.
- The website is near completion and waiting for review and approval. The Network Administrator will monitor and edit the site to ensure current and accurate department information is posted.

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- The work flow of the IT work order form is being updated to streamline and log IT support request by creating an IT support email for users to send request. This inbox is viewable by all who need access for managing incoming and completed request. This inbox shall also create a historic log of IT request forms.
- Determine IT infrastructure plan needs for future network expansion.

2011 Accomplishments

- The new website is near completion and waiting review and approval.
- Provided continued IT support to departments.

2011 Challenges

- Maintenance of a reliable network system that supports and incorporates the ever-changing aspects of information technology.

2011 Collaborations

- Continued to interact with tribal programs to ensure their networking needs are addressed.
- Worked with vendors to assure products purchased are in line with budgetary requirements and are of high quality products purchased at a reasonable price.
- Worked with Departments to ensure most current information is posted on the website.

2012 Future Plans / Goals / Objectives

- The IT program will continue to progress to provide services to Departments and programs at a high level and capacity.
- The IT program will continue its plans for relocation of the server room.
- The IT program will continue to manage time more efficiently by evaluating the work order form workflow to open and close jobs readily, documents status reports and tracks all services.

HUMAN RESOURCES

Mission

To provide prompt, courteous, and professional services to the Pueblo of Laguna employees and community members by maintaining a labor force and work environment which is conducive to the goals of the Pueblo of Laguna.

Scope of Work

In accordance with the current Pueblo organizational structure, under the general direction of the Human Resources Manager, the Human Resources Office is responsible for the development, maintenance, implementation, orientation, training on POL personnel policies and employee benefit packages. All human resources policies must be balanced between employer and employee priorities, protecting both interests and creating and maintaining an employment environment conducive to continued employer and employee achievement of goals and objectives. The Human Resources Office prepares and secures appropriate approvals of all required employee transaction documentation, maintains personnel records, assists employees with employment issues, and maintains a well balanced employee / employer working relationship.

Organizational Description

Number of Employees	3
Number of Laguna Pueblo Members	3

Employee	Title	Contact Number	Email Address
Jaye Chissoe	HR Manager	505-552-5799	jchissoe@lagunatribe.org
Kathleen Smith	HR Generalist	505-552-5784	ksmith@lagunatribe.org
Sue Tapia	HR Generalist	505-552-5785	stapia@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo	\$272,961

2011 Goals / Objectives / Status

- The need for a comprehensive Personnel policy manual is underway. The Pueblo Council approved the Policy Review Committee and the committee has been meeting regularly in 2011. The revised policy manual will be presented to Council for approval in the early part of 2012.

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- Development of recruitment tools and strategies that attract qualified Pueblo members promotion of tribal members within tribal government operations. This has been an ongoing initiative and will continue through 2012.

2011 Accomplishments

- A basic wage survey was conducted in 2011. Efforts will continue through 2012.
- Changed medical benefit providers due to increases in premiums. In 2012, Presbyterian will provide medical benefits to the Pueblo and employer and employee premiums will decrease due to the implementation of a Healthcare Reimbursement Account.
- The employees of the Human Resources Office was involved in the Workforce Excellence initiative from the inception and continues to assist groups with their goals.

2011 Challenges

- Continued compliance with the Pension Protection Act of 2006 required a significant amount of attention. The transfer of funds from the previous 401k provider to the new provider has been time consuming.
- Personnel policies are outdated and need to be amended.
- The Human Resources Manager also serves as the Administrative Services Director.

2011 Collaborations

- The Human Resources Office continued to collaborate with all Pueblo Departments, Programs, Offices and Entities.

2012 Future Plans / Goals / Objectives

- Continue with the approval process of the Personnel manual in 2012.
- Continue utilizing recruitment tools and strategies to attract qualified tribal members and create initiatives which encourage promotion of tribal members within tribal government operations. Formulate tracking mechanisms to ensure strategies are in line with the goals.
- Continue to review and assess employee qualification requirements per position and assess current employee's capacities.
- Continuously review the Pueblo Employee Benefits Plan to ensure the Pueblo's employees are being provided with the best plan possible.
- Continue to improve the employee incentive and appreciation aspects of the HR program.

PUBLIC LIBRARY

Mission

The Laguna Public Library is committed to serving the community of Laguna Pueblo as well as surrounding communities by providing access to quality information and resources that enhance and contribute to individual knowledge, enlightenment, and enjoyment through library materials, services and emerging technologies. Laguna Public Library recognizes a responsibility to provide a place for cultural learning and preservation of the Laguna culture and history; as well as creating a pleasant and safe environment for all to discover the value of libraries.

Scope of Work

The Laguna Public Library provides traditional library services while utilizing emerging technologies to enhance opportunities for broader access to information resources. The library maintains regular hours of operation, including evening and weekend hours. Library maintains a well balanced and comprehensive resource of books, periodicals, databases, DVDs, audio books, local Laguna history materials; as well as computers, software, technology, and high-speed/wireless internet access. Other library resources include print, copy, fax, scanning, reference, programming, and inter-library loan services. The library maintains all of the above for all age groups and needs of the Laguna community.

Organizational Description

Number of Employees	4
Number of Laguna Tribal Members	4

Employee	Title	Contact Number	Email Address
Janice Kowemy	Librarian	505-552-6280	jkowemy@lagunatribe.org
Lynnelle Aragon	Library Aide	505-552-6280	laragon@lagunatribe.org
Maxine Lucero	Library Aide	505-552-6280	mlucero@lagunatribe.org
Patricia Martinez	PT Library Aide	505-552-6280	pmartinez@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Tribal Budget (January 1, 2011 – December 31, 2011)	\$137,365
2008 GO Bonds (July 01, 2009 - June 30, 2012)	\$110,209
Institute of Museum and Library Services (October 1, 2010 – September 30, 2011)	\$7,000
State Grants-In-Aide to Public Libraries (July 01, 2010 - June 30, 2011)	\$5,765.22

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Tribal Libraries Program Grant (July 01, 2010 - June 30, 2011)	\$6,230
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2011 Goals / Objectives / Status

- To keep pace with emerging technologies by continuing to update computers and software.
- Provide more programming for all ages and library outreach services.
- Continued collection development initiatives to include a diverse selection of materials related to intellectual, cultural and social development for circulating and reference collections.
- Continued community awareness of library services by increased and expanded marketing efforts through newspapers, word of mouth, flyers, schools, and a web site.
- To provide a pleasant and safe environment for all patrons by implementing standard operating procedures (SOP).
- To implement cost and energy efficient strategies in reducing paper usage, recycling and reusing of materials.

2011 Accomplishments

- Obtained 8 new laptop computers for students through the Title 5 grant by NMSU – Grants. Installed with Windows 7 and MS Office 2010, Internet Explorer and Mozilla Fire Fox.
- An additional T-1 line has been installed and speed is now 3.0 mbps.
- Hosted library board meetings and initiated village nights.
- Continued collection development initiatives to include a diverse selection of materials; audio books, DVDs, young adult non-fiction, and board books.
- Continued community awareness of library services by increased and expanded marketing efforts through newspapers, signage, word of mouth, flyers, schools, social media, and web site.
- Successfully obtained the 2011-2012 Institute of Museums and Library Services Basic Grant with Educational Assessment.
- Successfully hired a summer VISTA worker (D. Cheresposy) for the 2011 Summer Reading Program.
- Successfully implemented the 2011 summer reading program for children, teens and adults. Programming included the Van of Enchantment visit, “traveling” to various countries, and cultural-related activities.
- Successfully implemented a variety of programs such as Dr. Seuss Day, Public Safety Day, Halloween carving character contest, scrapbooking classes, Scholastic book fair, Pueblo Opera Program, and Native American Heritage Month.
- Attended the New Mexico Library Association Annual and Mini-Conference, American Library Association Conference, Library Legislative Day, American Indian Day at the Legislature, Association of Tribal Archives, Libraries, and Museums, Public Library Directors meeting, 2012 Summer Reading Program Workshop, and the POL Workforce Excellence sessions.
- Applied and received E-Rate Assistance for 2011-2012.
- Placed 2nd place in the Laguna Feast Parade.

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- Installed an outside book drop.
- Successfully clean the interior of the library and POL maintenance fixed the cracks in the walls/ceiling and repainted.
- Librarian participated in the nation-wide search for a new NM State Librarian.

2011 Challenges

- Funding
- Maintaining building facilities
- The limitation of space prevents us from expanding our collection of books and magazines, adding more computer terminals, hosting programs without interrupting other patrons, creating a kids and teen environment, research areas and study areas. The library was built in 1998 with 2,800 sq. ft of space; as of today our needs have outgrown the building.
- Building settling has caused cracks on ceilings and walls, the doors have shifted. The library is also in need for energy efficiency upgrades for doors and windows for a more effective heating/cooling system.

2011 Collaborations

- Collaborated with the Laguna Head start program to introduce students to library services.
- Collaborated with the Laguna Elementary School and Laguna Middle School for visits during the school year and for summer school.
- Collaborated with Higher Education by providing resources at the library.
- Collaborated with LAHS to present library services and information resources to students.
- Collaborated with local community organizations/events to promote library services and programs by providing information through articles and promotional displays set-up at community events.
- Collaborated with New Mexico Tribal librarians to host a fundraiser event on July 22 2011 (Golf Tournament).
- Continued collaboration with the Native American Libraries Special Interest Group (NALSIG), Indian Pueblo Cultural Center Institute of Pueblo Indian Studies, New Mexico State Library, New Mexico Library Association, American Indian Library Association and American Library Association.
- Collaborated with NM legislative officials, NALSIG, Political Action Committee (PAC-SIG) on the 2012 GO Bond for tribal, public, school and academic libraries.
- Collaborated with the NMSU-Grants Branch for a Title 5 Grant to make available a mobile computer lab for students at the library.

2012 Future Plans / Goals / Objectives

- Expand the library to include a technology wing, archives, museum, teen area, children's area, reading room, storage, and programming space to accommodate the growth of the community, expanded library collections and programming, and emerging technologies.
- Provide library outreach services through a bookmobile.

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- Revitalize library atmosphere by rearranging furniture and materials.
- Continuing to develop the Pueblo of Laguna culture, tradition, government, and history specific resource materials, exhibits and themes. Create a place of cultural learning and preservation of Laguna Pueblo to encourage learning the language, culture, and history.
- Acquire a security system to secure the perimeter of the library from theft and vandalism of library materials, equipment, and structure.
- Acquire equipment for digitization of Laguna Materials i.e. Towncrier newspaper, pictures, books, sound recordings, etc.
- To teach the community the benefits of utilizing INSIGNIA and library website

COMMUNITY HEALTH AND WELLNESS DEPARTMENT

COMMUNITY HEALTH REPRESENTATIVE PROGRAM (CHR)

Mission

The overall mission of the Community Health Representative Program (CHR) is to provide quality health promotion/disease prevention services aimed at improving and enhancing individual, family, and community health and wellness.

Scope of Work

The Community Health Representative Program (CHR) provides health and health related services in areas identified under the SOW Matrix of the I.H.S. The service areas are outlined as goals and objectives and linked to the SOW and RPMS data system. Services under the scope available to community are; health education, case/finding/screening, case management, monitoring patients, homemaker services, transportation, advocacy/referrals, training, patient care, emergency care, interpretation/ translating, environmental services, other patient services. Services comport with identified community health needs, and priorities for health of Tribal Government. Overall management and guidance for the program aligns with the Pueblo of Laguna's established policies and procedures, the programs Standard Operating Procedures, National health practice guidelines, state/federal guidelines for licensed staff, and approved best practices. Services are provided with the highest level of cultural sensitivity, quality and professionalism by staff employed or contracted under the program. Services are provided on a one to one basis, in-group settings, in public and community events, in homes, offices and in clinical settings. The CHR PCC systems are the mechanism for documenting all patient encounters, services, and activities of the program personnel. Referrals are implemented within the tribal systems and external to other agencies and clinics to link clients to services they need. Clients are established for services from the program via an intake process that includes; release of information, initial assessments, self or provider referrals, case management and care planning. Professional guidance and oversight of direct patient medical care is providing through direct communication with the patients provider, through Nursing, MD, or Director/Supervisor directives. The Staff LPN functions as a Contractor to support the CHR programs services by providing direct technical support, medical interpretation, case management, and direct patient services. Each CHR is assigned coverage to the six villages within the community. On-Call non-emergency coverage is provided for clients in need of CHR scope of services on a 24/7 basis accessible through tribal dispatch-EMS.

Organizational Description

Number of Employees	10
Number of Laguna Tribal Members	8

Employee	Title	Contact Number	Email Address
Ramona Dillard	Director	505.552-6652	RDillard@lagunatribe.org
Irene Riley	Admin. Asst.	505.552-6652	iriley@lagunatribe.org
Martina Delores	CHR/Optomety Specialist	505.552-6652	Mdelores@lagunatribe.org
Euila Nunez	CHR Generalists	505.552-6652	Enunez@lagunatribe.org
Rose Poncho	CHR Generalists	505.552-6652	Rponcho@lagunatribe.org
Katheryn Poncho	Data Entry Clerk	505.552-6652	Kponcho@lagunatribe.org
Laurene Sarracino	CHR Generalists Health/Wisdom Coord.	505.552-6652	lsarracino@lagunatribe.org
Stephanie Tharpe	CHR Generalists	505.552-6652	stharpe@lagunatribe.org
Vallene Vallo	MCH Specialists	505.552.6652	vvallo@lagunatribe.org
Katherine Vigil	Nurse Contractor		kvigil@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
I.H.S. 638 Funding	\$744,541 (IDC 37.43%)

2011 Goals / Objectives / Status

- Goals and objectives are established in each of the scope of services categories and are reflected in clients contact reports provided by CHR staff on all care and services provided in community.

2011 Accomplishments

- Implemented the Health and Wisdom program with 56 elder enrollees representing all six villages in Laguna. Hosted an Annual Elder Conference at Route 66 with 87 elders in attendance for the two-day event held on August 4th and 5th, 2011.
- Monitored and maintained 6 cardiac Deliberation units in all POL Governmental Departments; coordinate training and provided ____ CPR/First Aide sessions.
- Supported and coordinated on-going Diabetes monthly education and support groups in collaboration with the Diabetes Grant program; Diabetes support group meetings are held every other Tuesday in community settings. Supported Diabetes wellness clinics mid-day

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and evening sessions via LPN and CHR staff. Education and learning sessions were held in collaboration with ACL Hospital physician, Dr. Dedam via community clinic.

- Coordinated and co-sponsored community and employee health education trainings and events. Employee Health Screening coordinated for POL workforce on May 5th, 2011. Approximately 35 employees participated in the screenings and education sessions held at the K-Center.
- Coordinated and supported first Tribal State Prevention week with NMDOH and Tribal Administration for a community wide event on October 10th which featured a wide variety of events ranging for information fair, LDOE School based visits, provider's forums and a fun/run walk. Approximately 850 students, adults, parents, teachers, Tribal and state Officials and community members participated in the various events.
- Initiated the community based Zumba classes through funding and support provided for one Fitness Tech staff and one community member to be licensed for instruction. Classes began in October and are offered free to community. A total of 95 persons are registered in the class; weekly participation is about 50 individuals at the K-Center.
- Initiated community based dance classes for ages 2 to 15 to provide opportunities for children to engage in regular physical activity weekly. Approximately 25 students are enrolled in the classes. A professional dance instructor and assistant instructors provide classes weekly at the Kawaika center on Tuesday and Wednesday.
- Program staff provided over 8,100 client care contacts for patient care, case finding/screening, case management, patient services, health education interpreting/translating, and homemaker services and supported 185 transports in the local area and to Albuquerque providers.

2011 Challenges

- Coordination with field based care providers for continuity of care.
- Coordination of transportation services with local and third party resources

2011 Collaborations

- Collaborated with Special Diabetes program to facilitate Diabetes support groups and wellness clinics per scheduled classes
- Collaborated with Sports and Wellness to host fun run/walk events.
- Collaborated with Acoma Pueblo health services on joint submission of one community grant.
- Collaborated with Laguna BHSD to initiate Prevention Week activities and screening for clients in intake process.

2012 Future Plans / Goals / Objectives

- The overarching goal of the program is to increase knowledge and improve overall health, wellness and disease management of tribal members and community.
- Increases client care contacts of CHRs by 10% in the areas of health education, case/finding/screening, patient care, monitoring patients, case management.
- Increase patient navigation and support for transportation for services access.
- Co-author a minimum of one grant application for community health.

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- Initiate program internal restructure pending approval of I.H.S. 638 shares proposal.
- Co-sponsor community based health education and disease prevention activities quarterly.

SHAA'SRK'A TRANSIT

Mission

To provide safe, affordable and accessible transportation to the public within the Pueblo of Laguna

Scope of Work

The overall scope of work of the 5311 non-urban, rural, Federal Transit Administration funded program is to implement a coordinated system of transportation within the defined service area of Laguna reservation, Cibola County with linkages to Bernalillo County. Transportation services serve as a linkage or connector to allow persons to access services and program that meet their medical, educational, shopping, wellness, and recreational needs.

Specific services provided are subscriptions services, demand response services, and fixed route. A proposed fixed route services along the identified 16 mile route from Mesita to ACL and Laguna to Route 66 is pending. In 2011 a total of 8,039 rides were provided to the community.

Funding from various sources has aided in the expansion of the program and development of physical facilities. FTA funding provided funds for the development of the new garage facility(FTA-ARRA), FTA-TTP Operational funds, and NMDOT ARRA funding supported the development of the transit shelter structure.

Organizational Description

Number of Employees	4
Number of Laguna Tribal Members	4

Employee	Title	Contact Number	Email Address
Brandon P. Mariano	Transit Supervisor	552-5737	bpmariano@lagunatribe.org
Yvette Mooney	Dispatch/Driver	552-9850	ymooney@lagunatribe.org
Pat Kurtz	Driver	552-9850	pkurtz@lagunatribe.org
Nettie Scott	Driver	552-9850	nscott@lagunatribe.org
Vacant	Certified Mechanic	NA	NA

2011 Financial Description

Funding Source	Annual Operating Budget Amount
FTA-5311, NMDOT Transit Rail Division	\$181,717.30
FTA-ARRA(New Garage)	\$200,000.00
FTA-TTP Funding for Operational Enhancements (Certified Mechanic	\$287,000.00

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Manager)	
DBE- Vehicles Purchase(2 busses)	\$108,674
NMDOT ARRA(Transit Shelter)	\$116,250

2011 Goals / Objectives / Status

- Goal: Improve system operational efficiency. Objective: Increase dispatcher support to 75% to operational time for program. Status: The dispatcher is scheduled during peak hours from 9:00 a.m. to 5:30 p.m.
- Goal: Increasing Ridership/Ensure optimal operational safety. Objective 1. Increase number of new and first time riders; increase student ridership. Status: The transit staff is always on the lookout for new clients. Current trips: 8,039 Miles: 85,874 Objective 2. Enhance driver skills. Status: Drivers are required to go through defensive driving training. The drivers complete their defensive driving before their certification expires. Objective 3. Maintain Vehicles. Status: PM services are done every 3,000 to 7,500 miles. Repairs and replacements of parts are done as they occur.

2011 Accomplishments

- Purchased two new 18 passenger busses.
- Part time driver hired
- Transit shelter completed
- 2011 Challenges
- Keeping older shuttles maintained.
- Looking out for new and possible clients.
- Starting our Route 66 run.
- Planning our fixed route locally.

2011 Collaborations

- Collaboration and coordination with local entities.
- Looking out for new and potential clients.

2012 Future Plans / Goals / Objectives

- Local fixed route: we are initiating a local fixed route that will run from the Village of Mesita to ACL hospital. We are proposing 7 stops from Mesita to ACL hospital.
- Route 66 Run: The plan is to start running the Route 66 Run in January of 2012. Proposed are three daily stops, Monday thru Friday from Laguna to Route 66 with connections on the Route 366 to Unser and Central station.

MEDICAL TRANSPORTATION

Mission

To provide safe, cost effective medical transportation services to clients for access to needed Dialysis, medical, health and wellness services.

Scope of Work

To provide daily transit services to meet the needs for medical, health and wellness appointments of tribal/ community members within the local service area. Specifically, transportation services provide access to the local Dialysis unit; services are provided Monday thru Saturday, 5:30 a.m. to 4:30 p.m. to accommodate early dialysis schedules beginning at 6:00 a.m. and to accommodate late schedules ending at approximately 4:00 p.m. Currently there are approximately 22 clients that the transit services will be offered to for transportation with in the six villages of the reservation. Transportations services are provided 6 days a week. Group transport is arranged to ensure efficient scheduling. Operational procedures provide guidance for administration of the program. Drivers receive CPR, First aid, and specialized training to assist in the case of emergencies involving the Dialysis clients until EMS arrives. The overarching goal is to operate a medical transportation services with multiple funding mechanism to ensure access to transit services.

Organizational Description

Number of Employees	2
Number of Laguna Tribal Members	2

Employee	Title	Contact Number	Email Address
Brandon P. Mariano	Transit Supervisor (Funding from other)	552-5737	bpmariano@lagunatribe.org
James Riley	Transit Driver	552-9850	Jriley@lagunatribe.org
Russell Martin	Transit Driver	552-9850	Rmartin@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo (100%)	\$71,999.79

2011 Goals / Objectives / Status

- Improve Access to Dialysis Transport: The program became operational in October 2009 and the drivers have undergone extensive training, observations, lift and tie down

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procedures. Coordination of rides for dialysis has occurred through central dispatch of the Shaasrka Transit program. Currently there are clients that utilize this service weekly to access dialysis at ACL.

- Provide Medical Transportation: The program has focused on dialysis and scheduled medical services transport. Coordination and scheduling of riders is completed jointly with the program and DCI.
- Integrate Program into consolidated system: The LMT program is part of the overall Shaasrka Transit program. This provides a central access point for coordination of all services for all dialysis transport and other medical transport that can be scheduled.

2011 Accomplishments

- LMT program has met the need of dialysis patients and as well as medical patients.
- Total number of rides provided to patients in the year was 2,822 Miles of service was 55,028.

2011 Challenges

- Identification of medical transportation specific training programs.
- Perform regular PM on all vehicles to prevent major vehicle repairs.
- Identification of feasible, cost effective options for vehicle repairs.

2011 Collaborations

- Collaborations and coordination with DCI is still on going to identify new, potential patients for the service.
- A Single point of entry/contact was established for referrals.
- Shaasrka Transit staff has served as the primary dispatch and coordinator for all rides of the Laguna Medical Transport. Shaasrka staff has provided all observations, and operational training, in-house for the LMT Driver.

2012 Future Plans / Goals / Objectives

- Pending review and approval of the 2012 budget, the program proposes to implement goals related to service access, coordination and centralized service navigation.
- Improve access to dialysis services through enhanced coordination with DCI.
- Improve the overall transit operational system through brokering and scheduling of services for public, medical and other transit needs.

KAWAIKA CENTER

Mission

The mission of the Kawaika center is to provide a multi-purpose use, community based, facility and site for public and private venues and activities for all ages.

Scope of Work

The scope of work is to provide ongoing venues that promote overall wellness, culture preservation, promotion of visual and performing arts and Artisans, and facilitates community wide public events, programs and activities for tribal community members and surrounding communities. Fee schedules for user fees for private venues are established for tribal membership, programs and other public users. The operational plan delineates procedures and specific uses of the facility areas. Requests for use are made through the completion of the Kawaika Center Use Agreement form. Coordination and scheduling of events is completed through the part-time Venue Coordinator, CHW Department and one Venue Coordinator contractor position. Payment and collection of all fees is made through the POL Accounting office process.

Public use areas designated in 2005 are West Conference (Cafeteria), Theatre, Gallery (old Library), East Conference Room (old band room); Courtyard, specified classrooms.

Organizational Description

Number of Employees	1
Number of Laguna Tribal Members	1

Employee	Title	Contact Number	Email Address
Rebecca Poncho	Venue Coordinator	505-552-6414/7243	ponchor@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$27,784

2011 Goals / Objectives / Status

- Overarching goal is to provide a community based, unique venue for public and private events on a year round basis. In FY 2011 the K- Center hosted, supported and provided available space to events
- Maintain physical plant and indoor facilities; the program staff conducted regular walk-through evaluations of the physical buildings. Building repairs were coordinated through

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public works for roof repairs, outdoor ground keeping, and replacement of broken windows and general maintenance of heating and cooling systems. Drinking water systems for office staff and public consumption are maintained by a local water bottling company.

- Increase public use; outreach and information was provided to community on free Movie nights held two times monthly. Approximately 1,114 tribal and community members attended the movie night events monthly. A regular schedule for movie nights was provided to programs and the public. The center will host a series of public holiday events for community beginning the second week of December.

2011 Accomplishments

- Successfully secured 2 long-term paid leases from Tribal programs for office and program space.
- The facility hosted 20 private events and 86 program events in FY 2011 (as of December 5, 2011). Revenue generated for events was approximately \$7,900 to the general fund.
- Hosted Public Flu Pod clinic on October 6, 2011; a total of 8 participated in the POD from 10:00am to 7pm.
- Hosted first State- Tribal Prevention Week forum with Secretary Torres, NMDOH and Tribal Administration.
- Provided free movie nights two times per month regularly beginning in April to December 2011.

2011 Challenges

- The center was closed from December 2010 to April 2011 due to a gas leak and a busted piping system. Due to the age of the building and complexity of the breaks, administrative staff was relocated to the CHWD buildings for this period. The building was uninhabitable during this period.

2011 Collaborations

- Collaborations with Public Works occurred for building maintenance and repairs.
- Collaborations with Tribal programs for implementation of various program events.

2012 Future Plans / Goals / Objectives

- To provide a community based, venue for public and private events on a year round basis.
- Increase scheduling and programming of center based public and private events by 10% within the 12 month period
- Increase usability of indoor and outdoor building for venue events.
- Increase number of long term leases at the center

SPORTS & WELLNESS/DIABETES

Mission

The mission of the Pueblo of Laguna Sports & Wellness Program is to provide structured wellness/fitness, educational and leisure time activities that enhance the quality of life for the members of the Pueblo of Laguna and the surrounding communities. Through creative programming, the program will offer health and wellness initiatives, leadership activities, cultural preservation program and the physical fitness events all geared toward overall wellness to all who participate.

Scope of Work

The Pueblo of Laguna Sports & Wellness/Diabetes provides a creative and structured program of activities that entails wellness, fitness as well as educational opportunities for the members of the Pueblo and general public. This is accomplished by utilizing the following program features. Sports programming; special events; recreational field trips; cultural related and fitness programs. Within this aspect the Sports & Wellness Program has adopted a Summer/Fall/Winter and Spring programming concept.

Organizational Description

Number of Employees	3 FTE
Number of Laguna Tribal Members	3

Employee	Title	Contact Number	Email Address
Ron Ray	Program Manager	552-7243 x104	rray@lagunatribe.org
Ronald Sarracino	Wellness Coordinator	552-7243 x101	rarracino@lagunatribe.org
Merlynn Waconda	Admin. Asst.	552-7243	mwaconda@lagunatribe.org
Vacant Position	Wellness Coordinator	NA	NA

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna -	\$11,330.00
SDPI - for all other SOW	\$346,228

2011 Goals / Objectives / Status

- Increase participation levels in physical fitness and regular weekly exercise programs by community members. Target Population: School aged children 2 to 18, Young Adults age 1- 35, older adults 36-55 and over. Status: The participation levels decreased

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approximately 6% to an approximate total of 7,985. Shortage of staff as well as maintenance/utilities issues which resulted in closure of the K'awaika Center for approximately 4 months.

2011 Accomplishments

- Sports Programming: Laguna Baseball Little League (6 teams, 80 participants), 39th Annual Open Little League Tourney (6 teams, 80 participants), Little League All Star Game (2 teams, 36 participants), NB3 2011 Summer Golf Camp (29), 11th Annual Golden Trails Youth Incentive Golf Classic (14 teams, 56 participants), First Nations Golf (11), Men's and Women's Basketball Tournament (on going), 2011 Adult Volleyball (16 teams, 129 participants), Native Vision Sports Camp (8).
- Special Events Programming: Annual Fourth of July Fireworks Display (approximately 1,000 – 1,200), Laguna Fiesta Parade (35 entries) 1500 to 2,000 public spectators; Community Wide Flea Market (18 vendors), approximate public was 100.
- Wellness/Fitness Series: "Just Move It Series" Walk/Runs at all Villages/Fiesta Days (732), Tiny Tots Summer Sports Program (20), Youth Summer Sports Program (30), Youth Summer Swimming (12), Teen Summer Sports Program (8), Young Adult/Adult Summer Program (0) Teen Summer Swimming (14), Encinal Canyon Trip (13), Jammin on the Rez Jamboree Community Activity (63), Young Adults Co-ed Volleyball Tournament (49), Round and Round to Lose a Pound (48), Division of Early Childhood Preschool Head Start (166), St. Joseph Elementary Physical Education (55), Pueblo of Laguna Elementary School Physical Education (5 yrs to 10 yrs old) (245).
- Kawaika Center Activities: Game Room/Gym/Pool Tables/Foos Ball Table/Air Hockey, Public use of Bikes, and assorted games for public use (2748).
- AmeriCorp Vista Summer Associates: Placement of 2 Summer Associates at the K'awaika Center for implementation of a 6 week Summer Sports Program. Tiny Tots Sports Program 3-7 year olds; Youth Sports Program 8-12 year olds; Teen Sports Program 13-19 year olds and Young Adults/Adults Sports Program 20 years and older, program developed for both female/male participants.
- POL Capital Funding Request - \$42,000.00: Funding allowed for development of K'awaika Center Sports Complex – Completion/improvement to little league ball field fencing; Purchase of bleachers, bleacher covers and play-ground unit. Installation of bleacher with covers, bleacher covers and play/ground unit is pending.

2011 Challenges

- The continued challenges for the Sports & Wellness Program is to address the fully functional K'awaika Center Facility that includes both indoor and outdoor sports facilities. That the total K'awaika Center Facility is properly structured whereby a complete maintenance plan is implemented for year round facility maintenance to include grounds keeping and continued improvements to existing sports facilities.

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- Increasing participation by community members in activities/programs being offered.

2011 Collaborations

- The Sports & Wellness Program has and will continue the collaboration with other tribal programs/departments/entities that includes; CH&W Division, Public Works, Public Safety, LDÖE, LDC and other entities through sponsorship of activities and programs.

2012 Future Plans / Goals / Objectives

- The major goal is development of a comprehensive wellness/fitness programs at the K'awaika Center Complex that will enable our program to focus on the wellness and fitness component of the DM Grant and increase participation level in the activities and programs being offered by Sports & Wellness Program to the community membership on a year round basis.
- Plans and objectives to address the continued improvement features of the K'awaika Center Outdoor Sports Complex to include added bleachers/shade; landscaping features and development of a play-ground/park area, parking area and restroom facilities.

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PUEBLO CULTURAL ENRICHMENT

Mission

The mission of the Pueblo of Laguna Tribal Enrichment Program is to enrich, educate and re-immense Pueblo membership in cultural practices of language, artistry, tradition and customs. Provide awareness of the Pueblo's rich and historical heritage of its customary and traditional, values that will enhance preservation and promote practices that are important in the lives of our community membership.

Scope of Work

The Tribal Youth Program (TYP) was offered as a Youth Cultural Enrichment Program for the Pueblo. The grant period ended in January 2006 and the Pueblo allocated funds to continue the program as the Tribal Cultural Enrichment Program (TCEP). The TCEP will be centered at the old LAHS complex (K'awaika Center) on a year round basis and will be offered at six villages as a Summer Program to our community membership. The concept will offer traditional instruction by our elder traditional crafts as well as Keresan Language for all age groups. Specialized classes will be offered as well as Pueblo and Village historical/educational awareness sessions for the general public and community membership.

In 2012 the program will change its official name to the Laguna Cultural Enrichment Program. This title change will clearly identify the program as part of Laguna specifically.

Organizational Description

Number of Employees	1 F/TE, 1 P/TE Admin. Assist. 6 P/TE Summer P/A's; 13 Contracted Instructors
Number of Laguna Tribal Members	8

Employee	Title	Contact Number	Email Address
Victoria Sarracino	Program Coordinator	552-7243 x105 238-5135	vsarracino@lagunatribe.org
Merlyn Waconda	Admin. Asst. PT	552-7243	<u>mwaconda@lagunatribe.org</u>

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna (100%)	\$102,863.00

2011 Goals / Objectives / Status

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- Increase participation in traditional classes. February to June 2011 – 1,648 - July to October 2011 –1,468. November participation: 71 – Total for the year: 3187.
- Increase public awareness/PR for TCEP. Status: TCEP Brochure to general public.
- Stabilize instructor schedules for K’awaika Center and Village based. Status: Yes it increased the participation level.
- Classes were not held for the first quarter of FY 2011 due to center closure due to gas leak and pipe repairs.
- During the K center closure, classes were approved to be hosted for a couple of weeks at the LDOE Head Start facility.

2011 Accomplishments

- Total registration was 258 with a total yearly participation of 3187 at the villages and K’awaika Center.
- Total items completed for classes for the year was 472.
- A 10 % increase level of participation occurred from 2010.
- Contract Instructors provide classes as scheduled on a consistent basis which increased the participation levels at the K’awaika Center.
- Public relations in advertisement in local newspaper, posters and K’awaika Center monthly Schedules with disbursement to general public/village meetings through POL Tribal Council.

2011 Challenges

- Expand innovation program features on year round basis at the K’awaika Center.
- Increase participation at all six villages in Summer Program/with instructors from own village/s to provide immediate programming for the respective village community membership.
- More community involvement and taking interest in participating of programs.
- Recruit more Keresan Language Instructors which will enable the program to concentrate more at village level.

2011 Collaborations

- Pueblo of Laguna Department of Education Division of Early Childhood; Village Mayordomas for participation with events and Language classes; University of New Mexico Language Program and other Pueblo entities and departments.

2012 Future Plans / Goals / Objectives

- The future plans for the Tribal Cultural Enrichment Program is to expand programming features on a year round basis at the K’awaika Center with emphasis on traditional language.
- Increase participation in instructional classes (traditional moccasin, language, pottery, sewing, belt weaving) to include traditional cooking and utilization of the traditional oven.
- 100 % involvement of six villages for the summer program with emphasis of TCEP Instructors from respective villages.

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- Expansion of digital programming for all cultural instructors at the K'awaika Center.
- Continue arts and craft Indian Markets at the Kawaika Center.
- Increase language participation with current event presentations.

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DIABETES / FITNESS CENTER

Mission

The mission of the Special Diabetes Grant Program is to provide a spectrum of primary and secondary prevention, early intervention and wellness focused activities to prevent diabetes, as well as to improve diabetes self management care.

Scope of Work

The Special Diabetes Grant program is organizationally under the Department of Community Health & Wellness. The Diabetes program has two major functions: Fitness Center and Sports & Wellness. Funding for the program has been provided through Congressional Appropriated funds within the I.H.S. Funds have been provided for the eleven years to the Pueblo and have allowed for the development of the Fitness Center. Full funding of the newly created Sports & Wellness program (formerly Recreation) began in 2004.

Organizational Description

Number of Employees	3
Number of Laguna Tribal Members	3

Employee	Title	Contact Number	Email Address
Sue Lorenzo	Diabetes Coordinator	552-6652	slorenzo@lagunatribe.org
Jennifer Weeker	Fitness Technician	552-6889	jweeker@lagunatribe.org
Tina Jojola	Fitness Technician	552-6889	tjojola@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Congressional Appropriated Funds-Special Diabetes Program for Indians	\$346,228

2011 Goals / Objectives / Status

- Increase physical activity and abilities for all age groups through a wide spectrum of activities ranging from community based sports and exercise programs.

Fitness Center activities:

- Total enrollment is 1377 client contacts: includes community members, tribal employees and inmates. Average daily participation is 40+; average monthly participation is 115+.

- Get Fit Challenge focused on village member participation at the fitness center and in the community. Total participation was 48; participants from the following villages: Mesita, Laguna, Paguate, Encinal and Paraje/Casa Blanca.
- Fitness Series consisted of aerobics, circuit training, basic kickboxing, line dancing and walking sessions. There were 22 participants.
- LDOE Headstart exercise program January – May 2011, sessions were held on Tuesday in the 7 classrooms. There were a total of 129 students and staff.
- St. Joseph Parochial school PE/exercise program. Staff assists with an exercise session for the students K-6 on Wednesday afternoon utilizing the PAK curriculum. The sessions were January – May 2011. They had approximately 48 students.
- Detention – ongoing. Inmates are able to utilize the Fitness Center on TTH mornings from 8:00 – 9:30.
- Native Vision Sports Camp – Mandy Begay, Tina Jojola and Officer Abeita chaperoned 6 students. This camp was held June 5-7 at Shiprock High School which focused on team sports such as football, volleyball, basketball, running, lacrosse and soccer.
- Raymond Lucero, CHR Contract Trainer – 4 week Weightlifting program – 27 participants.
- AmeriCorp Vista worker – Joseph Juanico assisted with coverage and one on one personal trainer assistance June 6-August 5, 2011.
- Behavior Health Massage/Fitness program – Tina Jojola provides massages to 11 clients as part of their treatment plan through the Behavior Health program.
- Community Zumba Class – October 3-December 21, 119 people enrolled. October – 487 participants; November – 490 participants. Classes are Monday and Wednesday evenings.
- Diabetes conference – Zumba demo – November 22, Acoma Wellness Center – 18 participants.

Sports & Wellness activities:

- Monthly 'Just Move It' Fun Run/Walk events were scheduled throughout the year. These events were held in the different villages and co-sponsored by local resource programs. Participation was anywhere from 47 – 100+.
- See Sports & Wellness report for information on activities.

Improve knowledge on Nutrition education and healthier eating habits.

- During the Diabetes Support group meetings snacks and light meals were provided to participants – recipes were given to participants to try at home.
- Nutrition education was provided by the Public Health Nutritionist on a one to one basis as well as group presentations.
- During the Diabetes Wellness Group sessions snacks were provided to participants – recipes were given so participants could try them at home.
- Collaborated with NMSU Cooperative Extension Service to implement the ICAN(Ideas for Cooking and Nutrition) program. Four sessions were taught to participants attending the Diabetes Support group.

- Collaborated with other resource programs to provide mini health screenings as part of their annual conference/workshops: Fatherhood Conference – 10 participants; POL employees – 33 participants; Youth Sports Program – 14 participants; Behavior Health clients 62+ participants.
- Assisted with continuation of the Diabetes Wellness Group held on Tuesday afternoon 1:00-3:00, this session was held at the Fitness Center and the Ka-waika center. Participation varied from 3-14.
- Provide transit passes to clients for rides to the Fitness Center for exercise sessions.
- Assist clients with one on one education for glucose monitoring. Checked blood glucose, cholesterol and blood pressure for individuals who stopped by the office. Assist CHRs with home visits to monitor vitals.
- As part of all programs vitals are measured before and after. Vitals are measured to see if any changes were made as a result of participating in the programs.

2011 Accomplishments

- Starting and sustaining an evening Diabetes Wellness Group which meets bi-weekly. The group is small 3-5 participants but participants enjoy coming and are taking better care of themselves. Having a physician and dietician on site is a great asset to the program because participants are able to meet with them on a one to one basis. Participants enjoy the support of each other.
- Submitting and receiving annual funding proposal.
- Collaboration of resource programs to sponsor JMI Walk/Run events. Increase in participation numbers in these monthly events and other program sponsored events.
- Participation in Tribal/State Wellness day initiative – October 10, 2011
- Collaborated with Acoma Diabetes program to sponsor a Diabetes Wellness conference held on November 22, 2011. Participation was approximately 40+.
- One Fitness Tech staff member became a Licensed Zumba instructor. Classes started with enrollments of 100 persons and over. Average participation is 50 persons.

2011 Challenges

- Getting people living with diabetes to make their appointments, take better care of themselves and to do some type of physical activity on a regular basis.
- Getting community members to take interest in health education sessions being offered.
- Getting more people living with diabetes (young adults, working people, etc.) to attend the evening Diabetes Wellness group.

2011 Collaborations

- Continue to work closely CHR program to provide mini health screenings for POL employees, programs, conferences and other community events. Staff provided a PAK exercise session with Acoma Diabetes program staff during the Tribal/State Wellness day for the students and staff at LES.
- Staff participated in the Native Vision Sports Camp held in Shiprock June 5-7. They took 6 students from Laguna and were among other tribes from NM, CO and AZ.

2012 Future Plans / Goals / Objectives

- Continue with the implementation of Goals and Objectives stated in our Grant.
- Continue to collaborate with local resource programs to provide activities/programs and services to the community in efforts to become a healthier community.
- Continue to be visible in the community providing diabetes education, health screenings and other exercise sessions.
- Collaborate with local schools to provide nutrition education and physical activity sessions for children of all ages

HEALTHY HEART

Mission

As a health education program the Laguna Healthy Heart Program works to ensure that effective health education on all aspects of cardiovascular disease specifically commercial tobacco abuse is disseminated to community members and that their concerns and needs are addressed by successfully collaborating with other tribal programs, state and local agencies and national organizations.

Scope of Work

The Scope of Work is to implement a community wide tobacco education and awareness program in a culturally sensitive and respectful manner, that will focus on traditional tobacco uses vs. commercial tobacco uses that impact the already high rates of chronic disease such as Diabetes, Cardiovascular diseases, and obesity. The scope will include the use of the Laguna specific tobacco education program titled Honoring Tribal Wisdom-Honoring the Gift of Tobacco. The program purposes to reach a broader community about commercial tobacco use, cessation and further the work in community on overall wellness and health in a holistic manner this includes the growing of natural tobacco and the support of gardening and farming to produce natural foods.

Organizational Description

Number of Employees	1
Number of Laguna Tribal Members	1

Employee	Title	Contact Number	Email Address
Natalie Thomas	HH Coordinator	505-552-5751	nthomas@lagunatribe.org
Mary Sarracino	VISTA/Americorp-summer worker (Contractor-only)	505- 552-7430	m_fsarracino@yahoo.com
Francis Romero	VISTA/Americorp-summer worker (Contractor only)	505-552-6253	francisr@hotmail.com

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Indian Affairs Department- Tobacco Cessation and Prevention Program	\$ 39,000.00
Behavioral Health	\$ 10,633.00
TOTAL:	\$ 49,633.00

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2011 Goals / Objectives / Status

- Sustain established tobacco cessation activities of the current program. To establish cessation program in collaboration with BSHD and IHS.
STATUS: referral system has been established with both programs with ACL/IHS providing nicotine replacement treatments and referrals
- Increase availability of natural tobacco grown from the projects greenhouse and individual growers. To ensure natural tobacco is available when needed in ceremony for those males who are interested in quitting using commercial tobacco.
STATUS: Two new growers were given tobacco seeds and one from previous asked for more as well; new resource from Isleta is to be established.
- Increase awareness on the harmful contents and effects of commercial tobacco. Reduce harmful effects of commercial tobacco by educating about risks of addiction.
STATUS: 10 presentations with 196 provided tobacco education of risk factors with differences of traditional and commercial tobacco used as a primer.
- Increase opportunity for mentorship of male youth by adult traditional males to learn origin and purpose of traditional tobacco use. Encourage traditional values by teaching origin and purpose and use of natural tobacco use in traditional ceremonies
STATUS: one elder male continues to provide mentorship to young men regarding traditional use of tobacco

2011 Accomplishments

- Collaboration- Referral process established with ACL/IHS for referrals and NRT provision through the pharmacy for tobacco cessation.
- Collaboration with UNM ECHO program to present tobacco education to other CHR and CHW programs in the state
- Presentation of tobacco program to NMDOH Secretary, Tribal Government and IAD Department Secretary
- Progress with community of the acceptance of tobacco education and use of traditional tobacco instead of commercial tobacco in traditional dances.

2011 Challenges

- Greenhouse placement in permanent location in Pagate village.
- Delayed program funds from IAD.
- Maintaining support staff with VISTA/Americorp funds
- Referrals to cessation program

2011 Collaborations

- Laguna Behavioral Health staff
- Laguna Roads and Range
- Laguna General Maintenance
- Pagate village officers
- ACL/IHS medical staff and pharmacy

- Ysleta Del Sur Health Program; Jicarilla DM program; UNM ECHO; New Mexico Cancer Services; Native American Cancer work group; AAO/IHS; Isleta Health Clinic; Acoma BHS

2012 Future Plans / Goals / Objectives

- Ongoing Cessation classes
 - acquire referrals from Laguna BHS and ACL/IHS for cessation
 - promote cessation classes via newspaper, flyers, and with other established health groups
 - ensure that resources for acquiring natural tobacco are available to replace commercial tobacco when needed in traditional settings
- Greenhouse permanent location established and fully functioning
 - new location will be provide resources for heating and cooling
 - community will provide majority of the management
 - tobacco grown in Greenhouse will be provided to all six village's members when needed
- Collaboration with current and new resources to increase knowledge of cessation and tobacco education
 - maintain contact information with current resources
 - establish connection with new resources
 - host workshops or partner with others to hold workshops on new information sharing with new and established resources for tobacco cessation
- Continue to provide training on Honoring the Gift of Tobacco to other communities
 - establish annual events calendars with programs
 - incorporate new material and improve current educational materials
- Collaborate with other tribal programs/schools to provide tobacco education and cessation
 - continue to work with current groups receiving behavioral health services
 - work with the local schools to provide materials regarding commercial tobacco health risks

BEHAVIORAL HEALTH

Mission

The mission of the Laguna Behavioral Health Services Program is to provide quality mental health, alcohol and drug abuse counseling and psychotherapeutic services for the Pueblo and its members. To meet this mission, program staff provides a variety of services for persons of all ages and advocate a multi disciplinary client centered treatment approach within a culturally appropriate context that promotes self-awareness, self-responsibility, and self-reliance.

Scope of Work

Laguna Behavioral Health Services provides a wide array of services including a mental health program, substance abuse program and a prevention program. Within these three main components, many program services are offered. Laguna Behavioral Health also provide on-going crisis services to the community 24 hours a day, seven days a week. This support is provided either on a drop in basis or on request by Laguna Police or Laguna Detention.

Laguna Behavioral Health Services provides individual and group psycho educational and Psychotherapeutic programs and offers a variety of specialized services that focus on persons seeking to address childhood trauma, anger management, a women's issue group, and a men's issue group.

A wide variety of services are offered for persons involved in the criminal justice system, Including a program for incarcerated persons, and post incarceration services for individuals. Other specialized treatment services address program gambling, sex offender treatment, sexual abuse victims, domestic abuse, substance abuse, marriage and family therapy, acute depression, loss and grieving, parenting and child concerns, coordinated services for psychiatric patients and case management services.

Laguna Behavioral Health operates a State of New Mexico Certified DWI School. Currently three staff are now certified as DWI instructors. New classes are formed on a six-week cycle. The Laguna Behavioral Health prevention program conducts regular in school and after School prevention activities that include substance prevention education and healthy choices/ healthy lifestyle education.

Organizational Description

Number of Employees	10
Number of Laguna Tribal Members	8

Employee	Title	Contact Number	Email Address
Ken Thomas	Program Manager	552-5727	kthomas@lagunatribe.org
Adele E. Scott	Administrative	552-5725	ascott@lagunatribe.org

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	Assistant		
Kristina Pacheco	Lead Counselor	552-5723	kpacheco@lagunatribe.org
Nelda Martinez	Counselor	552-5724	nmartinez@lagunatribe.org
Paul D. Pino	Counselor	552-5728	ppino@lagunatribe.org
Marie Poncho	Counselor	552-5730	mdockter@lagunatribe.org
Ryan Bowman	Camp Facilitator	552-5754	rbowman@lagunatribe.org
Antonette Silva-Jose	Prevention Coordinator	552-5756	asilva@lagunatribe.org
Patrick Aragon	Prevention Specialist	552-5759	paragon@lagunatribe.org
Tai Paquin	Addiction Counselor	552-5730	tpaquin@lagunatribe.org
Denise Hunt	Family Services Coordinator	552-5663	dhunt@lagunatribe.org
April J. Delores	Family Services Coordinator	552-5667	jdelores@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
IHS /638	\$838,134.96
LDC Grant	\$ 68,250.00
Drug Free Communities	\$125,000.00
OptumHealth/Suicide Prevention	\$177,740.00
Native Aspirations	\$ 50,000.00
OptumHealth/OSAP/SA Prevention	\$ 75,000.00
Enhance Response to Violence Committed Against Indian Women & Girls	\$450,000.00
Assistance to Victims of Sexual Assault	\$300,000.00

2011 Goals / Objectives / Status

- A goal projected for 2011 cited the need to expand qualified and licensed service providers.
- Continuation process to re-organize Family Services and Social Services with Behavioral Health to more effectively integrate client services, strategize and to promote better coordination of service provider activities.
- OptumHealth/BHSD grant goals are an active core team of individuals (LPC) will support a larger, inclusive community initiative. Laguna Prevention Coalition (LPC) will plan and sustain s Strategic Planning Framework to reduce the behaviors that lead to alcohol related traffic fatalities, increase the enforcement of underage drinking and DWI laws in the Pueblo of Laguna, increase coordination of enforcement consequences by tribal police and tribal courts, increase perceived risk of contributing a minor or risk of being caught for DWI, decrease availability of illegal substances to Laguna youth at social events and through social contacts, and decrease youth consumption of alcohol, tobacco, and other drugs on school property

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- Drug Free Communities Grant goals are to establish and strengthen collaboration among Laguna the community and surrounding communities to support efforts of community coalitions; and reduce substance abuse among youth and, over time, among adults.

2011 Accomplishments

- A significant accomplishment for 2011 is the continuation of the Wellness Court. This project is conducted in collaboration with the Laguna Tribal Court, Tribal Prosecutor, Tribal Public Defender and Behavioral Health. This activity is designed as a diversion from the incarceration program. In this program, participants are offered the opportunity to participate in an intensive counseling program and defer incarceration. Program counselors meet with the participants to discuss progress in achieving personal goals.
- Laguna Behavioral Health sponsored and conducted the annual Men's and Women's Wellness conference. This conference was held at Route 66 Casino. Over 200 community members attended the 2-day event.
- Integration of Therapeutic Massage and Smoking Cessation programs through financial cost-sharing.
- Obtained additional classroom at the KaWaika Center to provide more youth prevention activities.
- Successfully obtained two competitive substance abuse prevention grants and two suicide prevention/intervention grants.
- Successfully obtained DOJ grant to address mental health issues with women and girls in the judicial system.
- In collaboration with Laguna Prevention Coalition, Town Hall Meetings were held at Laguna tribal Council and Laguna-Acoma High School. The meetings were held to share data and gather feedback from the community.
- Continued collaboration with Laguna Prevention Coalition resulted in a successful 9th Annual Walk down the Line. Over 200 people were in attendance
- Successful collaboration with Pueblo Council to approve a Resolution to ban packaged alcohol sales during Prom and Graduation.

2011 Challenges

- Staff retention, staff recruitment. As many other programs have experienced, staff retention and new staff remains a problem. The field of behavioral health has experienced a concurrent increase in a need for new service providers coupled with a decrease in the number of students in the colleges and universities. Also, due to the economy, providers are choosing to pursue employment that is in close proximity of where they reside. It is anticipated that greater than 50% of the existing Laguna Behavioral Health staff will retire with the next five years.
- Adequate space to handle the re-design of the BHSD programs.
- Maintain and enhance communication with the Tribal Judicial, Education and provider systems.
- Substance Abuse Prevention grants/CBP: Recruitment and retention of Laguna Prevention Coalition Membership. Very little sharing or alcohol Merchants compliance check data.
- Community and program representation at LPC meetings.

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- Lack of parent participation in focus groups and town hall meetings

2011 Collaborations

- Wellness Court: collaborations with the Tribal Court, Probation, Prosecutor, Public Defender and Behavioral Health.
- Therapeutic groups and education: a collaboration with Laguna Detention, Laguna CHR, and Laguna Sports and Wellness.
- Laguna Rainbow Center: collaboration with the Laguna Elderly Center and Laguna CHR programs. This activity provides on-going talking groups for the elderly to discuss cultural topics and issues associated with aging.
- Laguna Middle School: provided preventive educational services to students.
- Develop youth activities with the Elev8 Program.
- Men and Women's Wellness Conference implemented: 210 attendees over 2 days.
- Substance Abuse Prevention grants: collaboration with the Laguna Prevention Coalition to coordinate environmental strategies, evidenced-based prevention programs, policies and practices
- Actively participate in Local Collaborative 14 meetings and events

2012 Future Plans / Goals / Objectives

- Continue efforts to reduce duplication of services through the integration of Pueblo of Laguna Human Services programs and promote a more efficient and, in particular, more effective service delivery system for community members.
- To continue and expand services to individual and group elderly community members.
- To expand services for incarcerated residents in collaboration with Laguna Detention. This focus will seek to provide long-term residents with increased rehabilitation opportunities.
- Expand Responsible Gaming/Problem Gambling activities including in-service training for Pueblo of Laguna entities.
- To continue to promote professional development and upgrade clinical skills for Behavioral personnel through in-service trainings, seminars, and conferences.
- Substance Abuse Prevention Grants: To continue to recruit more members to the Laguna Prevention Coalition and increase youth participation.
- Initiate after-school and community-based Suicide Prevention/Intervention Programs trainings and activities. Initiate Most of Us media campaign for LAHS in 2012
- Seek grant funding to focus on media campaigns for adult and parents regarding underage drinking.

SOCIAL SERVICES

Mission

To provide child, adult, and elderly protective services through crisis intervention for neglected, abused, sexually abused, and exploited individuals; ensuring ICWA protection, placement, case management, and permanency planning requirements.

Scope of Work

Serving Laguna tribal members residing within the service area of the reservation. Services to be extended beyond the reservation if and only when ICWA needs are identified. Services primarily focus on Child Protection, Adult Protection, General Assistance, and Income Support needs, Child, Family and Adult/Elderly services, Indian Child Welfare Act (ICWA) services and other Support Services.

Organizational Description

Number of Employees	6
Number of Laguna Tribal Members	4

Employee	Title	Contact Number	Email Address
Marie A. Alarid, MSW	Program Manager	(505) 552-9712	malarid@Lagunatribe.org
Geraldine Cheromiah	Administrative Assistant I	(505) 552-9712	jcheromiah@Lagunatribe.org
Rebecca Quam	Social Services Specialist II	(505) 552-9712	rquam@Lagunatribe.org
Verna Solomon	Social Services Specialist I	(505) 552-9712	vsolomon@Lagunatribe.org
Erika Poncho	Social Services Specialist I	(505) 552-9712	eponcho@Lagunatribe.org
Barbara New-Sacco	Social Services Specialist I	(505) 552-9712	bnew-sacco@Lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
923-638 BIA	\$334,555
Title IV-B Child Welfare Plan	\$31,718
Title IV-B Promoting Safe Families	\$57,802
POL Tribal	\$49,865

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2011 Goals / Objectives / Status:

- Develop the Foster Care Parent Training curriculum, recruit, and license appropriate foster care parents/homes within the reservation. This going is ongoing; the curriculum is reevaluated and updated for purposes of providing current and appropriate information, materials, and resources to recruiters.
- To maintain and update client case files and program procedures for contractual compliance based on BIA program yearly review. This goal is ongoing.
- The program continues to experience a high volume of referrals and complex cases in which we have provided services in the following as such:
- Client per quarter:

Child Welfare	10 (Foster Care clients)
General Assistance	15 cases
Residential	2 cases
Adoption	1 case
Pre-Adoption	3 cases
Guardianship	9 cases
- Service Only cases per quarter:

Child Protective Services	66 cases
Adult Protective Services	9 cases
- Serviced /Assisted with ICWA cases:

ICWA	54 cases
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2011 Accomplishments:

- Sought out and was awarded tribal monies for 1 (one) FTE position.
- Has participated in and/or hosted several events as following:
 - April 2011 participated in the 1st Annual Community Health & Wellness Parenting conference hosting an information booth.
 - May 2011 participated in the Southwest Regional Office/BIA CAP Finale for Child Abuse month.
 - May 2011 hosted an Elderly event at the K'awaika Center for Elderly Abuse & Prevention month.
 - September 2011 provided a promotional/information booth at the annual Laguna Feast.
- There have been several planning discussions between Community Health & Wellness Director, Laguna Behavioral Health Program Manager, and Social Services Program Manager to establish a visitation program linking with the K'awaika Center, Sports and Wellness, and TCEP to allow for directed and meaningful visits and activities for families within the program. The visitation program would provide much needed services to children and families for purposes of family reunification, development and strengthening of the family unit, and establishment of healthier relationships.
- Throughout the year the program provided information and has assisted our children and foster families with TANF subsidies to enhance services. Currently ninety percent of our

foster families are receiving or have applied for such service, which is an increase from 2010.

- Program staff has attended BIA and other various Child/Adult Protective Service trainings throughout the reported year.
- Applied for increase in grant funding through the POL Tribal monies for purposes of recruiting two (2) FTEs based on the complexity of cases, the increase in client numbers, services, and ability to provide adequate and appropriate direct services to our clients.

2011 Challenges

- The program continues to experience an increase in persons served, not to mention the increase in the complexity and demands of workloads regarding client cases. This is attributed to the challenging economic times, and other related factors, such as family needs and assistance in family relations, support, financial assistance, transportation, employment issues, and mental health issues.
- To work closely with foster care parents and other collaborating programs to ensure federal regulation/compliance.
- Improve assistance to families in solving problems related to family functioning and interpersonal relationships.

2011 Collaborations

- Collaborated and provide liaison assistance to state CYFD offices regarding ICWA needs and information.
- Program became a participant and interested party in submitting and collaborating with other Laguna tribal departments in the U.S. Department of Justice Coordinated Tribal Assistance Solicitation grant.
- Collaborates with Law Enforcement, Health and Medical services, Educational services, Tribal Courts, DOJ Advisory Board, Probation and Parole, Traditional and religious leaders and Village Officials.
- Collaboration and case management is implemented in accordance with the Children's Code, Elderly Code, and P.L. 95-638 and 608 regulations with BIA/Southwest Regional Office.
- Coordination with the state CYFD intake and reporting agencies is implemented when and/or as needed.

2012 Future Plans / Goals / Objectives

- Full development and coordination with tribal service providers and Laguna/BIA Agency for a Child Protection Team (CPT) with Social Service program directing such efforts.
- Continue to work closely with the State, Federal, Title IV, Tribal, and other grant funding sources to secure further and current funding for foster care and program funds.
- Continue with planning discussions between Community Health & Wellness Director, Laguna Behavioral Health Program Manager, and Social Services Program Manager to establish a visitation program linking with the K'awaika Center, Sports and Wellness, and TCEP to allow for directed and meaningful visits and activities for families within the program. The visitation program would provide much needed services to children

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and families for purposes of family reunification, development and strengthening of the family unit, and establishment of healthier relationships.

- Continue to maintain foster care parent compliance and ongoing training for the purposes of providing appropriate out-of-home placement and quality assurance for the needs of our tribal children and any other Indian child (ren) within the service area.
- Continue to increase prevention, outreach, resources, training, and education to the community and service area.
- Continue to improve services to the community and service area.

ENVIRONMENTAL AND NATURAL RESOURCES DEPARTMENT

ENVIRONMENTAL

Mission

To build tribal environmental capabilities, while providing comprehensive environmental services for the Pueblo, to protect and enhance the surface water and ambient air quality on the Laguna reservation.

Scope of Work

The Environmental Program is one of the six programs within the Environmental and Natural Resources Department and is comprised of the following programs/projects: Environmental Management/Administration, General Assistance Program (GAP), Water Quality Program under the CWA Section 106, and starting from October 1, 2011, Air Quality Project under the CAA Section 103.

The Environmental Management supervises all federally funded programs and is responsible for the administrative and financial accountability of the Environmental Program.

The GAP is responsible for implementing the Environmental Protection Agency's policies to ensure compliance with federal regulations, provides technical assistance to the Pueblo and consultation on environmental issues, supervises the ongoing environmental monitoring projects, continues post-closure monitoring of former dump sites, and disseminates educational materials to public/schools.

The Water Quality Program conducts reservation-wide surface water monitoring by collecting analytical and physical data for the development of Water Quality Standards.

The Air Quality Project establishes tribal air quality office to initiate participation in the regulatory air quality management.

Organizational Description

Number of Employees	5
Number of Laguna Tribal Members	3

Employee	Title	Contact Number	Email Address
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Barbara Cywinska-Bernacik	Environmental Program Manager	552-7534	bbernacik@lagunatribe.org
Curtis Francisco	Water Quality Specialist	552-7546 ext. 11	cfrancisco@lagunatribe.org
Colleen Garcia	Environmental Specialist	552-7546 ext.14	cgarcia@lagunatribe.org
Dorothy Beecher	AQ Specialist/ Env. Technician	552-7546 ext.13	dbeecher@lagunatribe.org
Vacant	General Laborer	552-7546	

2010 Financial Description

Funding Source	Annual Operating Budget Amount
Tribal	\$ 88,276
Federal – EPA Region 6	\$301,000

2011 Goals / Objectives / Status

- The Environmental Management goal is to provide administrative and operational supervision of the Environmental Program. Main objectives include: coordination and monitoring of ongoing projects, corrective actions, financial accountability, reporting requirements, development of program policies and regulations, conducting environmental reviews, and seeking additional funding sources.
- GAP goal is to continue to build the environmental capacity and administrative infrastructure for tribal environmental program. The main objectives include: document the Pueblo's environmental management capabilities by providing oversight on tribal priority projects, update of Quality Management Plan (QMP), continue implementation of GIS/GPS capabilities and update GIS/GPS Quality Assurance Project Plan (QAPP), provide outreach to community, which will results in increasing public knowledge of how to protect the environment and natural resources, and build capacity to address tribal solid waste/hazardous waste issues.
- WQ Program goal is to build/maintain a surface water quality program for the protection of public health and aquatic ecosystems. The main objectives include: build analytical/physical parameters database for Laguna surface waters, develop program design (update QAPP), and implement basic water quality monitoring program.
- AQ Project goal is to create tribal air quality office and to initiate tribal participation in the management of air quality on the Laguna reservation. The main objectives include: establish par-time position of AQ Specialist, attend air related trainings, evaluate Air Emission Inventory Level 4 issues of concern, and initiate Public Notice review and comment process for Title V permits.
- Status: All programs activities have been completed as noted above with the exception of the Annual Progress Reports to EPA, which are in progress.

2011 Accomplishments

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- Three funding applications were submitted and approved by the EPA Region 6 for FY 2012: GAP (total amount \$115,000), WQ Program (total amount \$136,000), and AQ Project (total amount \$50,000).
- One application for funds was submitted and awarded under the NM Clean & Beautiful Grant for Graffiti Removal Project (total amount \$1,000). This project will be completed in cooperation with the POL Summer Youth Program during 2012.
- All revisions and updates of QA/QC documents, such as Quality Management Plan and two Quality Assurance Project Plans were submitted and approved by EPA. All quarterly reports were submitted. The annual progress reports are pending.
- Superfund Designation for Jackpile Mine Site continues in 2011. The Jackpile Technical Workgroup, including representatives from EPA, BLM, USGS, BIA, and POL conducted its first meeting in February 2011 to review the Conceptual Site Model (CSM) presented by EPA consultants. During April 2011, the EPA Superfund Team completed all sampling activities under the Expedited Site Inspection (ESI), which is a final step for the Jackpile National Priority List (NPL) process. The review of ESI Report is in progress. Currently, the POL Letter of Support for the NPL listing has been submitted to EPA Region 6 to meet the next NPL update in March 2012.
- Uranium Residential Assessments continues during 2011. Phase II assessments were completed in all Villages for the residences with elevated radon levels. Additional assessments were conducted for Laguna clay pit and school areas. The elevated radioisotope concentration was confirmed in the clay pit but was not found in the finished pottery. No above background level concentrations were found on school areas. EPA presented all findings to Laguna School Board in March 2011 and to Tribal Council in August 2011. The next phase of the project started in November 2011. It includes radon abatements and yard clean-ups for some residential homes and demolition of one home with highly elevated radiation present in the foundation.
- Laguna Pueblo Mart bio-remediation project – the system was not operational during the first part of 2011 due to problems with the original injection wells. The major upgrade of the system took place during July-August 2011, and the bio-remediation system resumed its regular operation. State contractor, EA Engineering, conducts weekly/monthly maintenance and quarterly sampling of groundwater. The results indicate that the system is effective in reducing the volume of contamination.
- Transwestern Compressor Station PCBs contaminated site – annual sampling continues. The monitoring report indicates that there are no changes in lateral extent of PCBs and VOCs in groundwater.
- Paraje Trading Post petroleum contaminated site - federally-lead project has been completed. The results of last three sampling events indicated that the concentration of contaminants is below EPA and State cleanup levels. Therefore, no further action has been recommended and the Project Closeout Report was approved by the POL.
- Water Quality Program completed four rounds of physical parameters data from 34 locations, four rounds of full analytical data from primary streams, and two rounds of ambient toxicity samples from 12 locations reservation-wide. All analytical and physical data was converted into CVS files for the POL Enviro Data system. Downloading to the STORET system, as mandated by EPA, is in progress.

- Air Quality Project started in October 2011 by establishing tribal air quality office; Position Description for Air Quality Specialist is pending HR approval. Several training courses provided by the Institute for Tribal Environmental Professionals (ITEP) were successfully completed by the Environmental Technician. POL application for Treatment as State (TAS) under Section 301(d) of Clean Air Act has been approved by EPA Region 6.
- Post-closure monitoring of former dump sites continues on monthly basis for illegal dumping and to check the integrity of final covers. No major problems were found.
- Laguna Community Recycling Program Statistics for the last 12 months included disposal of 7.5 tons of recycling materials (plastic, newspaper, cans) and over 26 tons of corrugated cardboard at Albuquerque recycling facilities.
- Outreach to community included presentations to Staff and Council on the ongoing environmental projects, and participation in school science fairs/career fair days.

2011 Challenges

- The Environmental Program office space issue has not been resolved and still remains our main concern. During the reporting period, an agreement was reached between the POL and IHS/Albuquerque Area Office to demolish the Laguna Health Clinic building. Therefore, the Environmental Program is in dire need of office space, but so far the relocation date and site has not been determined.

2011 Collaborations

- Environmental Protection Agency (EPA) Region 6
- New Mexico Environmental Department (NMED) Petroleum Storage Tanks Bureau
- Eight Northern Indian Pueblos/Office of Environmental Technical Assistance
- Bureau of Indian Affairs (BIA) Laguna Agency
- New Mexico Tech
- Tribal Departments and Entities, primarily: ENRD, Public Works, Laguna Development Corp., and Laguna Utility Authority.

2011 Highlights

- Expansion of Environmental Program by obtaining federal funding for the Air Quality Project grant under CAA Section 103.
- Environmental Program staff involvement in the completion of Expanded Site Inspection for Jackpile mine site Superfund determination, and in the Phase II of Uranium Residential Assessments.
- Establishment of a comprehensive database system for the POL surface waters.

2012 Future Plans / Goals / Objectives

- Resolve the office space issue for the Environmental Program
- Continue to secure federal funds for future program operations under GAP, CWA Section 106, and CAA Section 103.
- Finalize the Superfund designation for Jackpile mine site.

- Organize the Earth Day litter cleanup in each Village under the General Assistance Program grant.
- Complete Graffiti Removal Project for water tanks located in four Villages in cooperation with the POL Summer Youth Program.
- Continue to build analytical/physical parameters database for Laguna surface waters and initiate development of Laguna Water Quality Standards.
- Conduct annual revisions and updates of QA/QS documents.
- Comply with federal and tribal reporting requirements.

NATURAL RESOURCES

Mission

The Natural Resources Program is responsible for the protection and sustainable management of all natural resources within the exterior boundaries of the Pueblo of Laguna. Our primary goal is proper utilization and management of resources from a culturally sensitive, biological and economically sustainable perspective.

Scope of Work

The Natural Resources Program is responsible for the proper management of the following resource areas: Wildlife, Fisheries, Range, Forestry and Woodlands, Watershed and Wetlands, Enhancement of Water Resources, Agriculture and Irrigation, Safety of Dams, Lands and Property, Minerals and Special Use, and Aviation and Air Space. Program services includes: distributing hunting permits for big/small game to Tribal and Non-Tribal members; permits for wood hauling and Christmas trees to the tribal community; administrative and technical assistance to the Pueblo's seven (7) Livestock Associations, the Pueblo Livestock Board, and Village farmers; management of wildlife and feral horse populations; and beginning in 2012, the Natural Resources Program will be taking over the Fence and Windmill Crews from the Roads and Range Program to facilitate maintenance and repair of rangeland structures.

In efforts to accomplish program initiatives, Federal and State grants/proposals towards natural resources related projects continue to be part of our Scope of Work for over 530,000-acres of Laguna tribal and lease land. Currently, the Program administers six (6) externally funded projects, and provides administrative support for two (2) tribally funded sub-programs; the Silver Dollar Ranch and Mount Taylor Game Ranch. In addition for 2012, the Natural Resources Program will be taking over the Fence and Windmill Crews from the Roads and Range Program to facilitate maintenance and repair of rangeland structures.

Organizational Description

Number of Employees	8
Number of Laguna Tribal Members	4

Employee	Title	Contact Number	Email Address
Adam Ringia	Manager/Acting ENRD Director	505-552-7512 or 505-917-8509 (cell)	aringia@lagunatribe.org
Patricia Romero	Administrative Assistant	505-552-7512	promero@lagunatribe.org
Alisha Antonio	Natural Resources Specialist	505-552-7512	aantonio@lagunatribe.org

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Frank Ortiz-Cerno	Natural Resources Specialist	505-552-7512	fortizcerno@lagunatribe.org
Robert Alexander	Range management Specialist	505-552-7512	balexander@lagunatribe.org
Aaron Lorenzo, Sr.	Range Technician	505-552-7512	alorenzo@lagunatribe.org
Loren Arkie	Range Laborer	505-552-7512	larkie@lagunatribe.org
Donald P. Sarracino	Range Laborer	505-552-7512	dpsarracino@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
POL General Fund	\$356, 013
BIA 638 Grant, Hazardous Fuels Reduction	\$544,209 (Irregular allocation)
BIA 638 Contract, Endangered Species	\$20,000 (One time funding)
BIA 638 Contract, Natural Resources	\$194,000 annually
BIA 638 Contract, Range Inventory	\$280,000 (One time funding)
BOR 638 Contract, Irrigation Infrastructure Planning	\$18,000 (One time funding)
NM Water Trust Board – Seama Reservoir Rehabilitation	\$271,315 (One time funding)
NM Environmental Department River Ecosystem Restoration Initiative Grant	\$237,200 (Completed in 2011)

2011 Goals / Objectives / Status

- Manage POL Natural Resources
 - Manage Big Game Populations – Aerial Surveys, Big Game Hunts - Ongoing
 - Manage Feral Horse Population – Removed ~264 Feral Horses in 2011
 - Improve Wildlife Habitat - ~400 Acres of Salt Cedar removed, reseeded/replanted some areas, repaired two springs, thinning dead and downed areas.
 - Provide Woodcutting Opportunities – 2 old units closed, new units opened, ~500 permits distributed
 - Wildlife Management Plan – Basic presence absence data still being collected, developed habitat zone map
- Assist Livestock Association with Range Management
 - Educate the range community in sustainable range management practices – presentations, DVD's, and conferences held, individual and joint meetings with livestock association executives of most associations, range tours of associations (2 in 2011)
 - Assist associations in enhancing water resources – dug trenches for waterlines for several associations, provided windmill equipment, and water dispersal equipment.
 - Develop Range Management Plans – Rough plans in place for most associations.

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- Administer POL Livestock Board Functions – 16 LSB Meetings, completed Livestock Board Ordinance revision, Grazing Ordinance revision getting close.
- Support Tribal Priorities
 - Increase self-sufficiency of the NR Program – Brought in additional funding from BIA for Safety of Dams, Hazardous Fuel Reduction, applied for grant to complete Seama Reservoir repairs, completed NM Environmental Department Grant; attempted seed sale opportunity
 - Increase opportunities for tribal outdoor activities – Provided Tribal Hunting Opportunities (266 Big Game permits, 95 Small Game), Wood Hauling, working to develop Silver Dollar and Mt Taylor for camping.
 - Improve infrastructure – monitoring range infrastructure, road and fence conditions and reporting to PW, working on new consolidated ENRD building; assisted livestock association with infrastructure improvements
 - Improve operational efficiency – hired additional staff to cover additional duties and provide improved service; training staff to increase capacity
 - Increase outdoor educational opportunities – Hunter education/safety classes (2); Published newsletters (3); participated in conferences/presented talks

2011 Accomplishments

- Brought Governor Luarkie on tours of two (2) range units – Bar PL and Dough Mountain
- Removed approximately 260 feral horses from the range
- Issued over 260 Tribal big game permits
- Received funding for the maintenance of the Mount Taylor property from Council
- 3 On the Wind Newsletters
- 2011-12 Big Game Proclamation published
- Submitted proposals for the completion of the Seama Reservoir rehabilitation; and for the contracting of the BIA Safety of Dams Program.
- 400 Acres of Salt Cedar removed from the Rio San Jose
- Participation in the Workforce Excellence projects and process
- Southwest Livestock Days

2011 Challenges

- Manager is also Acting ENRD Director.
- Major drought caused many issues with Livestock Associations
- Communication with other Departments and Programs
- Federal Budget Delays

2011 Collaborations

- POL Programs and Departments: Conservation Officers, Public Safety Department, Public Works, other ENRD Programs, Courts
- State Departments and Programs: NM Environment Department, NM Livestock Board,
- Pueblo of Laguna Livestock Board
- Laguna Department of Education

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- Livestock Associations
- Federal Agencies and Departments: USFWS, BIA, BLM, BOR
- Southwest Tribal Fisheries Commission
- USFWS Mexican Wolf Recovery Team
- Western Regional Partnership
- Society for Range Management
- Native American Fish and Wildlife Society
- BNSF Railroad
- And many others

2012 Future Plans / Goals / Objectives

- Complete Range Tours with Governor and Staff
- Streamline Hunting Proclamation
- Develop up to date Wildlife Code
- Continue to improve range conditions
- Work more with Laguna Schools and Youth
- Consolidate ENRD into one building

SILVER DOLLAR

Mission

To sustainably manage the Silver Dollar Park from a biological, economical and culturally sensitive perspective.

Scope of Work

The function of the Silver Dollar Park (SDP) program is to monitor and maintain the boundary fences & structures; protect the property against trespass; develop tribal opportunities; provide annual hunting opportunities; manage the feral horse herds and to sustainably manage the natural resources of the property.

Organizational Description

Reports to Natural Resources Manager/ENRD Director

Number of Employees	1
Number of Laguna Tribal Members	0

Employee	Title	Contact Number	Email Address
Jed Elrod	Ranch Manager	505-250-6321	jelrod@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Tribal General Fund	\$122,971

2011 Goals / Objectives / Status

- Protect the boundaries and resources of the Pueblo of Laguna
 - Limit trespass – constant human presence on site, trespass cattle removed regularly, fence maintenance is on-going.
 - Protect high value properties – manager on site, frequent patrols by Conservation officers and ranch manager, new gate for access control
 - Improve habitat – 18 horses removed, some thinning of overly dense stands, improvement of water resources, thinning of pond weeds
 - Repair ranch roads – roads in reasonable condition, but will need continued maintenance
- Develop Pueblo Access Opportunities
 - Provide hunting opportunities – Tribal Elk (muzzle loader and bow) and turkey hunts

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- Increase tribal utilization of ranch resources for education – One Elk skinning and jerking class, one disadvantaged youth horse activity, one other youth program
- Provide scenic quiet camping and day use facility – campgrounds ready for spring use
- Improve road access and internal roads – Roads in reasonable shape but will need continued maintenance
- Develop new meeting facilities – will proceed through CIP process
- Economic Development of Ranch Properties
 - Determine available options – Developing scope of work for early 2012 RFP

2011 Accomplishments

- Provided input & assistance in developing the Access policy(s) for both the SDP & Mt Taylor Park (MTP). Present at Policy presentation to Council on 6-11-11.
- Maintained Lodge winterization status.
- Provided tree thinning & slash piles burning with BIA fire crew assistance.
- Reduced feral horse herd by 18 head.
- Reduced frequency & incidence of trespass cattle.
- Use heavy equipment to dig/clean silted-in earthen tanks/ponds
- Hosted several outdoor cultural activities.
- Constructed 30 campfire rings & distributed 14 to campsites adjacent to Bear Canyon.
- Provided comments & input for the Ranch Economic Feasibility Study.
- Assisted the ENRD Range Program move & set up panels for feral horse captures on the Dough Mtn. Mgmt. Unit.
- Assisted POL Conservation Officers with the removal of trespass cattle off the Dough Mtn. Mgmt. Unit.
- Removed & buried dead livestock for several POL residents.
- Provided two elk for cultural skinning & jerky making clinic.
- Assisted other ENRD personnel with tree planting projects.
- Assisted ENRD Environmental personnel with hazardous waste identification for safe removal.
- Hauled 200+ RR cross ties for park improvement.
- Provided input for successful bear mgmt. trapping.
- Assessed potential for bringing excess BIA equipment (backhoe) online for use in the ENRD program. Repaired & used backhoe to assist other ENRD personnel.
- Assisted the Native American Youth Leadership Project (Presbyterian Sacred Mtn. Retreat) with 110 youth & 25 counselors during their weeklong camp to utilize hiking & biking trails on the SDP and with equine activities.
- Assisted approximately 60 At-Risk youth with Equine Assisted Learning activities for the Laguna Middle School. Several potential suicides were prevented using these activities.

2011 Challenges

- Poor road access to SDR.
- 25 miles of SDR perimeter fence in marginal condition.

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- Presence of feral horse herd(s).
- Water and Communication problems

2011 Collaborations

- Tribal - POL Conservation Officers, POL Detention Center, POL Tribal Court
- NALEMP, POL Reclamation, POL Environmental Program, Public Works Engineering, Public Works Maintenance, Tribal Garage, Accounting Department, Laguna Transfer Station
- Federal - Laguna BIA Agency and SWRO, EPA, Laguna Post Office
- State – NM Livestock Board, NM Department of Game & Fish
- Private/Other – Tribal Members, Cebolleta Land Grant Cattlemen's Association,
- Villa de Cubero owner and in-holder at the MTGR, Presbyterian Sacred Mountain Retreat Camp

2011 Highlights

- Replaced entrance gate
- Numerous successful hunts
- Transfer from fee simple to Trust Status of the SDR of the last 640 acres.
- Approval of the Silver Dollar and Mount Taylor Access Plan
- Assisted the Native American Youth Leadership Project (Presbyterian Sacred Mtn. Retreat) with 110 youth & 25 counselors during their weeklong camp to utilize hiking & biking trails on the SDP and with equine activities.
- Rapid resolution of trespass issues
- Elk Skinning and Jerking Class

2012 Future Plans / Goals / Objectives

- Begin allowing camping in spring
- Increase outdoor opportunities for Laguna members on SDR
- Improve boundary fence
- Continue to Reduce feral horse herd
- Reduction of the elk population and the increase in mule deer populations.

JACKPILE RECLAMATION PROJECT

Mission

The Jackpile Reclamation project monitors and maintains the Jackpile Mine site to minimize or remove the health risk to the people, wildlife, agriculture and the environment of the Pueblo of Laguna; In addition the program seeks to educate the public on the impacts of Uranium mining and seeks to minimize the impact of uranium mines outside the Pueblo of Laguna.

Scope of Work

Under the supervision of the Environmental & Natural Resources Department Director the incumbent is responsible for monitoring the Health and Safety requirements of the project and insure compliance to all regulatory policies in the Record of Decision (ROD) adopted by the Pueblo of Laguna and the Bureau of Indian Affairs. The program provides management of the reclaimed Jackpile Mine Site. The program monitors of ground water recovery, all surface water conditions, evaluates vegetation and soils, radiological surveys, mine stabilization success and performing corrective actions or repairs as needed due to erosion. The program works with federal agencies to develop plans to minimize health risks to the people, wildlife, agriculture and the environment of the Pueblo of Laguna. The program monitors uranium based activities located near to the Pueblo of Laguna and participates in consultation on those topics. Additionally, the program provides tours and educational opportunities to explain the impacts of uranium and radiation on the people of Laguna.

Organizational Description

Number of Employees	1
Number of Laguna Tribal Members	1

Employee	Title	Contact Number	Email Address
Marvin Sarracino	Reclamation Technician II	505-552-6011	msarracino@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Jackpile Investment Fund	\$127,003

2011 Goals / Objectives / Status

- Monitors and maintain the Jackpile Mine site to minimize or remove health risks.
 - Minimize Trespass – fencing in need of repair, in discussion with local livestock association, and to reduce use
 - Maintain accessibility – road conditions passable, slopes eroding, damaged access gate replaced

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- Determine reasonable downstream water use – downstream testing conducted by EPA
- Monitor Radiation levels – radiation levels generally below concern levels
- Develop future management plan – recommendations provided by contractor
- ROD Closure
 - Develop Final Report – Draft final report is with ENRD and BIA for review
 - Monitored Surface and Ground Water as required by the ROD
 - Vegetation monitoring met ROD compliance Radiological survey met ROD compliance
 - Game fence around North Pagate Pit Pond meets ROD compliance
- Support POL/ USEPA Resolution No 10-10
 - Work with EPA on Jackpile Technical Work Group for Expanded Site Inspection – Inspection complete, report provided to ENRD/EPA
 - Work with EPA on Clean-up of radiation contaminated items/homes found in POL villages

2011 Accomplishments

- Led many mine tours for interested and concerned (local, national, international) groups
- Provided local knowledge and data for EPA investigations
- Gate replaced with heavy duty gate following collision
- Contracted the Amended ROD Closeout report with OA Systems
- Represented Laguna at numerous meetings with State and Federal Agencies for local mine interests.
- Represent POL at: Southwest Tribal Institutional Review Board(SWT-IRB)

2011 Challenges

- Employee Health
- Short term funding

2011 Collaborations

- Federal Agencies: BIA, EPA
- POL Programs: ENRD Programs, Public Works

2011 Highlights

- **Involvement in the Superfund process**
- **Completion of Draft Final Report on ROD**

2012 Future Plans / Goals / Objectives

- Develop future direction for Jackpile property
- Develop new ROD for expenditure of Jackpile Investment Fund
- Educate local residents on regional mining activity
- Participate and provide local feedback on regional mining issues

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NATIVE AMERICAN LANDS ENVIRONMENTAL MITIGATION PROGRAM (NALEMP)

Mission

To reclaim and enhance the impacted FUDS lands for the utilization by all tribal members, visitors and future generations. The uses include, but are not limited to; hunting, camping, livestock grazing, wildlife habitat, and cultural uses.

Scope of Work

The Pueblo of Laguna, in cooperation with the U.S. Army Corps of Engineers (USACE), and the Pueblo's contractor(s) will complete and establish all items put forth into Cooperative Agreement (CA) between the pueblo. Department of Defense (DoD), USACE and NALEMP's main responsibilities are to assess, mitigate and remediate Formally Used Defense Sites (FUDS) used by the United States Army Air Corps during World War II from the Former Kirtland Air Field and any other Department of Defense Sites that have been newly discovered. NALEMP can be contacted at the Pueblo of Laguna Natural Resources building in Old Laguna in person or via phone, email or mail at P.O. Box 194, Laguna, N.M. 87026.

Organizational Description

Number of Employees	1
Number of Laguna Tribal Members	1

Employee	Title	Contact Number	Email Address
Sabin Chavez	NALEMP Specialist	505-552-7114	smchavez@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
CA thru USACE/Dept. of Defense	\$587,449

2011 Goals / Objectives / Status

- Notice To Proceed on PBR S-12 project began February 2011
- Update the SPIP for PBR S-12 site on-going
- Continue Administrative Record Database updates
- Feasibility Study (draft) for PBR S-12 being developed by contractor

2011 Accomplishments

- Awarding of FY10 CA for PBR S-12 project

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- Removal Action (surface clearance) completed June 2011
- Intrusive Investigation field work completed July 2011
- Removal Action Final report submitted September 2011
- Final Remedial Investigation (RI) report submitted November 2011

2011 Challenges

- Inclement weather has been and will continue to be one of the programs biggest challenges, due to the site being located in a remote area on pueblo lands.

2011 Collaborations

- POL NALEMP will continue to work closely with USACE with the recently awarded CA to Remediate/mitigate PBR site S-12, along potential contractor. NALEMP program will continue to work closely with ENRD to assist with wildlife management counts and livestock concerns that may arise while being out in the field.

2011 Highlights

- Awarded CA for Pueblo of Laguna NALEMP program \$587,449.00 by the DoD for remediation/mitigation of PBR site S-12
- Completion of field work (removal action & intrusive investigation) at PBR S-12
- Finalized reports for FY10 completions of surface clearances and Remedial Investigation on PBR S-12 site

2011 Future Plans / Goals / Objectives

- Fully mitigate PBR site S-12
- Development of pre-proposal for FY12 POL NALEMP
- Assess other PBR sites outlined as "Optional Tasks" in FY12 Cooperative Agreement pre-proposal

MT. TAYLOR

Mission

To sustainably manage the Mt. Taylor property from a biological, economical and culturally sensitive perspective.

Scope of Work

The function of the Mt. Taylor program is to monitor and maintain the boundary fences & structures; protect the property against trespass; develop tribal opportunities; provide annual hunting opportunities; manage the feral horse herds and to sustainably manage the natural resources of the property.

Organizational Description

Reports to Natural Resources Manager/ENRD Director

Number of Employees	1
Number of Laguna Tribal Members	0

Employee	Title	Contact Number	Email Address
Vacant	Ranch Hand		

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Tribal General Fund	\$115,145 (half year)

2011 Goals / Objectives / Status

- Protect the boundaries and resources of the Pueblo of Laguna
 - Limit trespass – regular human presence will increase once ranch hand position filled, fencing still needs to be addressed, patrolling to increase
 - Protect high value properties – New gate in progress, winterization never reversed in 2011
 - Improve habitat – thinning of fuels in planning stages, improvement of water resources
 - Repair ranch roads – roads in poor condition and will need maintenance
- Develop Pueblo Access Opportunities
 - Provide hunting opportunities – Tribal Elk hunts
 - Increase tribal utilization of ranch resources for education – Access plan in place for use in 2012. One youth field trip with CHEP.

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- Provide scenic quiet camping and day use facility – campgrounds anticipated for summer/fall 2012 use
- Improve road access and internal roads – roads in poor condition and will need maintenance
- Develop new meeting facilities – will proceed through CIP process
- Develop Fishing Opportunities – Anticipated for 2012
- Economic Development of Ranch Properties
 - Determine available options – Developing scope of work for early 2012 RFP

2011 Accomplishments

- Maintained winterization of structures.
- Discovered & had repaired downed telephone & electrical lines to Rock House.
- Dug out the MTP gate for access after a flood event with a backhoe.
- Cut, split & hauled wood for the village of Laguna donation wood pile.
- Updated MTP gate lock system for easier, more secure access for hunters & others.
- Hosted field trip for CHEP
- Identified & provided campground locations for hunters.
- Distributed campfire rings at campsites.
- Provided comments & input for the MTP Economic Feasibility Study.
- Participated in the relocation & release of beaver onto the MTP ponds.
- Present at the 6-11-11 POL Council meeting to present the MTP (& SDP) Access Plan.

2011 Challenges

- Poor road access to MTGR.
- Perimeter fence in marginal condition.
- Water and Communication problems

2011 Collaborations

- Tribal - POL Conservation Officers, POL Detention Center, POL Tribal Court
- NALEMP, POL Reclamation, POL Environmental Program, Public Works Engineering, Public Works Maintenance, Tribal Garage, Accounting Department, Laguna Transfer Station
- Federal - Laguna BIA Agency and SWRO, EPA, Laguna Post Office
- State – NM Livestock Board, NM Department of Game & Fish
- Private/Other – Tribal Members, Cebolleta Land Grant Cattlemen's Association,
- Villa de Cubero owner and in-holder at the MTGR, Presbyterian Sacred Mountain Retreat Camp

2011 Highlights

- Several successful hunts
- Approval of the Silver Dollar and Mount Taylor Access Plan
- Hosted field trip for CHEP
- Beaver relocation from Rio San Jose at Laguna to Mt Taylor Ponds

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- Future Plans / Goals / Objectives
- Begin allowing camping in summer/fall
- Increase outdoor opportunities for Laguna members on SDR
- Improve boundary fence
- Reduction of the elk population and the increase in mule deer populations.

PUBLIC WORKS DEPARTMENT

DIRECTOR'S OFFICE

Mission

To maintain and coordinate all department programs to meet continued Public Service, while implementing administration efficiencies and positive reinforcement on behalf of the Pueblo of Laguna Tribal Government.

Scope of Work

The Director's Office provides oversight and direction for department services which include; Engineering, Construction Management and Facilities Maintenance services that support the Government, Communities/Villages, Departments, and Tribal Entities with consultation, technical services, design, research, project development, facilities management and quality assurance.

Organizational Description

Number of Employees	4
Number of Laguna Tribal Members	4

Employee	Title	Contact Number	Email Address
Ray P. Lucero	Director	(505) 552-1217	rlucero@lagunatribe.org
Judi Douma	Executive Assistant	(505) 552-1218	jdouma@lagunatribe.org
Dianne Suina	Dispatch/Receptionist	(505) 552-1220	dsuina@lagunatribe.org
Tammy Arkie	Construction Records & Accounting Coordinator	(505) 552-1226	tarkie@lagunatribe.org
Vacant	Transportation Specilaist	(505) 1213	

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna, Operating Budget	\$218,602
SWRO-BIA DOT-F36	\$17,964

2011 Goals / Objectives / Status

- **Goal # 1 – Develop and Implement an Updated Department Management Plan**

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Objective: Collect, review, and substantiate data for inclusion to the current Management Plan

Status: Updated and revised Department Programs Management Plan to cover short term program and budget goals

- **Goal # 2 – Maintain a current Standard Operation Procedure (SOP) Manual**

Objective: Review and input appropriate changes to the SOP manual.

Status: Completed revisions to the SOP Manual, as prescribed in March 2011.

Additional revisions completed by December 30, 2011

- **Goal # 3– Formulate Department goals, as a short term Management Plan**

Objective: Evaluate all current service earmarks and develop a Five (5) year plan of service and improvements.

Status: Year two (2) department goals developed and will be implemented as part of upcoming fiscal year budget service goals

- **Goal # 4– Meet the service requirements of the Department Public Works**

Objective: Implement efficient process and timely service response to Work Order requests

Status: A revised Work Order and instructions are in final draft and will be incorporated on the POL Web Site for access and is user friendly.

- **Goal # 5– Implement a Cost Reduction Initiatives towards the Tribal budget**

Objective: Evaluate all current services and department programs and earmark possible items for cost reduction or supplementation by other funding agencies.

Status: Implemented several Cost Reduction initiatives that supported a retain age and balance for FY 2011. Incorporated the BIA Road Maintenance Funds to offset 100% allocation from the POL General Fund.

- **Goal # 6– Department of Public Works Organizational chart**

Objective: Collect all data and program positions to develop an Organization chart.

Status: Organization Chart revised and expanded to include a 10 year goal for the Department.

- **Goal # 7– Contract BIA Roads Maintenance Program**

Objective: Manage a 93-638 Self Determination BIA- DOT Laguna IRR Road Maintenance Program

Status: Complete all quarterly allocation documentation for the Road Maintenance Program. Program start up activities included data collection, minor maintenance activities and roadway assessments. Approximately 80% of the start-up activities were concluded.

2011 Accomplishments

- Development and obligation of the FY 2011, Capital Improvement Plan projects within the fiscal year.
- Construction of Road projects; Indian Reservation Roads, FEMA, ERFO and ARRA
- Department Draft Management Plan, Budgeting and Cost Savings Initiatives
- Pueblo of Laguna Departments support with services

2011 Challenges

- Work Force Excellence Initiatives

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- Work force Capacity Building

2011 Collaborations

- New initiative to transfer Windmill and Fence Program to Environmental Natural Resources Department
- Pueblo of Laguna Departments for varying efforts in project development and services

2012 Future Plans / Goals / Objectives

- **Department Management Plan/** Coordinate, finalize and implement Management Plan for Department Programs
- **Annual Revisions to Standard Operation Procedure (SOP) Manual/** Review and input changes to the SOP manual.
- **Short Term Administration Plan/** Evaluate and develop annual goals and objectives as part of the 5 year plan of Department needs
- **Customer Service Excellence/** Revise and develop process and protocol for efficient and timely service to all requestors
- **Budget Management & Cost Reduction Initiatives/** Coordinate and manage Operations Budgets. Maintain and monitor services earmarking possible cost reduction initiatives
- **BIA Roads Maintenance Program/** Contract and implement a Public Law, 93-638 Self Determination Contract with the SWRO BIA, for FY 2012
- **Transportation Planning Program/** Contract and implement a Public Law, 93-638 Self Determination Contract with the SWRO BIA, for FY 2012 36E 23 USC Planning funds

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ENGINEERING

Mission

To maintain a department program that intends to provide continual service and actions with consultation, design, research, development and construction management for the Pueblo of Laguna Tribal Government, tribal programs and the general membership, striving for a positive outcome in projects, services, government and community support.

Scope of Work

The department program will provide Engineering and Construction Management services that generally support the Government, Villages, Departments, and Tribal Entities with consultation, technical services, design, research, project development, and quality assurance. The program projects/tasks include, but are not limited to:

- FEMA Projects Management (Completed July, 2011)
- Department program administration
- Consultation
- Recommendations
- Project development
- Design
- Project and Construction management
- Community service requests

The program also supports continual efforts in comprehensive planning with infrastructure improvements through the Infrastructure Capital Improvement Program (ICIP), capital asset maintenance and improvements as assigned through the Tribal Capital Improvement Program, and Transportation Planning to include the POL-Transportation Improvement Plan.

Organizational Description

Number of Employees	5
Number of Laguna Tribal Members	4

Employee	Title	Contact Number	Email Address
Kathy Ashley	Engineering Program Manager	(505)-552-1219	kashley@lagunatribe.org
Robert Analla III	Construction Supervisor	(505)-552-1215	ranalla@lagunatribe.org
Brandon Herrera	Engineering Tech. II	(505)-552-1216	bherrera@lagunatribe.org
Ryan Aragon, Sr.	Construction Inspector	(505)-552-1214	raragon@lagunatribe.org
Clifford Douma	Construction Inspector	(505)-552-1223	cdouma@lagunatribe.org

2011 Financial Description

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Funding Source	Annual Operating Budget Amount
Pueblo of Laguna Tribal Operations	\$ 357,643

2011 Goals / Objectives / Status

- **Goal # 1 – Implement Tribal CIP Initiative**

Objective #1: Initiate and implement project development for all funded CIP projects.

Status: Supported administration with projects such as:

- Senior Center Project
- Tribal Bldg. HVAC retrofit
- Silver Dollar Ranch recon for perimeter fence and boundary road
- Tribal Garage design, bid, procurement of additional funding
- 93-638 road design and construction management and oversight
- Land survey and assessment to support village irrigation and building facilities needs

- **Goal # 2 – Provide consultation, recommendations, and technical assistance with single point of contact**

Objectives #2.1-3: Provide service to tribal administration, programs, villages, and entities

Status: 2011 support included but was not limited to:

- Survey and assessment supporting village infrastructure priorities, i.e.: irrigation and facilities needs
- Maintained scheduling efforts for tribal building improvements; individual projects were combined to medium-large scale refurbishment and remodeling including Asbestos Containing Materials abatement and remediation
- Redesign and change orders supporting a buildable solution in the BIA-originated design of L520, i.e.: drainage, vertical roadway realignment, and ADA compliant sidewalk ramps
- Project development, design, implementation, construction support, quantities verification, etc., for new Transit Shelter
- Design, quantities take-off, for the commercial center supermarket driveway

Objective #2.4: Coordinate completion of Environmental & Archeological clearances for projects

- **Status:** Continued schedule of invoicing & cost control measures within 14 calendar days of submission for major projects. Ongoing problems exist with lack of sufficient/correct documentation to support payment requests on projects where LCC is the contractor

Note: The Engineering program maintains an ongoing commitment to tribal administration, programs, villages, and entities through technical support, advice, and assistance.

- **Goal # 3 – Maintain professional level of construction management & inspection**

Objective #1: Manage construction contracts allocated from Federal and State agencies

Status: Improved reporting requirements and satisfactorily completed invoicing and draw-down activities for 5 major Road and Bridge projects.

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- **Goal # 4 – Field Surveys i.e.: Legal, lots, survey control, mapping, etc.**
 - **Objective #1:** Provide adequate Surveying Services in support of Federal, State, and Tribal projects
Status: Completed surveying tasks supporting construction including, but is not limited to: Tribal Transit Shelter, Tribal Multimodal Garage, Silver Dollar Ranch Fence Line Reconnaissance and GPS Surveying, Laguna Village Irrigation Ditch Re-grading, tribal and village improvement projects
 - **Objective #2:** Provide adequate surveying services in support of tribal administration, programs, and entities
Status: All requests for surveying services from tribal administration, programs, and entities were incorporated into the CIP initiative and performed as project scheduling required

2011 Accomplishments

- Completed 4 major road construction projects including 2 bridges
- Encumbered 100% and completed 60% of funded 2011 CIP projects
- Completed multiple NMDOT, FEMA, and ERFO funded projects

2011 Challenges

- Difficulty in handling high volume task assignments due to:
- Limited number of qualified personnel
- Lack of engineering reference materials and software
- Lack of adequate graphic reproduction hardware

2011 Collaborations

- CHR – Obtain Senior Mechanic who possesses industry standard certifications coupled with supervisory skills necessary to manage the Tribal Garage Program
- DNR – Work with Department Director to provide design for repurposing a K'awaik'a Center building into satisfactory office and laboratory space

2012 Future Plans / Goals / Objectives

- **Goal # 1 – Technical Support of Master Planning, coordinated with Tribal Planning Office**
Objective #1: Increase program capacity through improved management and organizational techniques and practices
Objective #2: Assist Tribal Planner with construction, design, funding, and percent complete data in support of Master Planning
- **Goal # 2 – Improve design, construction, and maintenance efforts through acquisition of current industry standard hard and software**
Objective #1: Research, identify, and implement new solutions to design of infrastructure improvements
Objective #2: Maintain current, complete forms for CIP, ICIP, etc.
- **Goal # 3 – Overall Program Efficiency**
Objective #1: Further standardize project records keeping

Objective #2: As a phased activity, adopt the following as POL Standard Specifications and update to current when updates are available:

NMDOT Standard Specifications for Construction of Roads and Bridges 2007

Uniform Building Code

National Electrical Code

Uniform Plumbing Code

Objective #3: Provide reliable construction estimates

GENERAL MAINTENANCE

Mission

The Program strives to maintain of all operating tribally owned facilities and the general community through a developed Management Plan, Maintenance Planning, and Maintenance Scheduling.

To achieve excellence in Public Service, implementing Workforce Values in program efficiency and quality maintenance services on behalf of the Pueblo of Laguna Tribal Government

Scope of Work

The Program will provide an on-going quality maintenance service to tribally owned facilities which are primarily occupied and in use. Service delivery may consist of basic housekeeping and janitorial services, minor building maintenance and repairs, minor plumbing, and general maintenance service calls established through a work order process.

Special consideration of community based services will be provided only if it is considered to be a 'emergency or if the requestor is in special need due to health, age, physical impairment, low income or if referrals by another program/entity/agency stipulating those requirements are made.

'Emergency – Sudden crisis requiring action. An unexpected and sudden event that must be dealt with urgently.

Organizational Description

Number of Employees	13
Number of Laguna Tribal Members	13

Employee	Title	Contact Number	Email Address
Anthony Sarracino, Sr.	Maintenance Foreman	552-1209	asarracino@lagunatribe.org
Arnold Arkie	Maintenance Technician	552-9611	aarkie@lagunatribe.org
Mariano Francis	Maintenance Technician	552-9611	mfrancis@lagunatribe.org
Norman Riley	Maintenance Helper	552-9611	nriley@lagunatribe.org
Cornavan Yazzen	Maintenance Helper	552-9611	cyazzen@lagunatribe.org
Donald Bautista	Maintenance Helper	552-9611	dbautista@lagunatribe.org
Carl Sarracino	Plumber	552-9611	csarracino@lagunatribe.org

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John Aragon	Plumber	552-9611	jaragon@lagunatribe.org
Will Garcia	Plumber	552-9611	wgarcia@lagunatribe.org
Cheryl Mariano	Custodian	552-1209	cmariano@lagunatribe.org
Valentina Cheromiah	Custodian	552-1209	vcheromiah@lagunatribe.org
Trina Vallo	Custodian	552-1209	tvallo@lagunatribe.org
Lucinda Elwood	Custodian	552-1209	lelwood@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
100% Pueblo of Laguna Operations Budget	\$649,750

2011 Goals / Objectives / Status

Provide essential building repairs, maintenance and other services to the Tribal infrastructure then to the general membership of the Pueblo. Provide general maintenance services to all

- Tribal building.
- To maintain a high level of service and proficiency standard.
- Improve communications with all tribal programs and the general public.
- Services were provided as requested by tribal programs and to the general public.

2011 Accomplishments

Program Statistics:

Maintenance W/O for Communities Members	221
Maintenance W/O for Tribal Buildings	874
HVAC W/O for Tribal Buildings	256
HVAC W/O for Community Member	179
Electrical W/O for Tribal Buildings	125
Electrical W/O for Communities Members	210
Plumbing W/O for Tribal Buildings	386
Plumbing W/O for the Community Members	1,566

2011 Challenges

- Workforce Excellence, maintaining Work Force Values
- Educating the general public on the proper maintenance and care of their homes.
- Obtaining needed program materials and supplies while implementing cost saving initiatives. The challenge is to obtain quality materials at a lower cost.
- Establishing new renovations at different tribal buildings to accommodate programs for occupancy and the expansion of programs.

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- New upgrades to purchase new HVAC units for Rehab Center, all of Tribal Administration building, Community Health & Wellness, & Department of Natural Resources buildings, and the Kawaik'a Center. Parts are being obsolete and expensive to make repairs units.

2011 Collaborations

- Silver Dollar Ranch, worked with Roads and Range to redo the water service line to the Main Lodge.

2012 Future Plans / Goals / Objectives

- Council Priority Relationships:
 - Infrastructure– ensuring all tribal buildings are being properly maintained with greater efficiency.
 - Operational Efficiency – Improving productivity for the department, improving better communications, improving better customer service, improve employee responsibility and accountability.
 - Accountability – Ensuring the General Maintenance program is being held accountable for services.
- Maintenance to Tribal Facilities
- Emergency Response & On-Call Services
- Services to Community Members
- Services to Village officials
- Improve communications among departments, entities, and the general public.
- Improve the “Work Request” process, with a response time for all requests for both Tribal Operations and the general public.
- Building capacity in the areas of Plumbing, HVAC, Electrical, & Carpentry, including formal classroom training.
- Conduct more training seminars for the public in homeowner responsibility.

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ROADS AND RANGE

Mission

The Program strives to maintain quality maintenance services of tribally owned infrastructure and the general community through developed managed maintenance planning and scheduling.

Scope of Work:

The Program will provide an on-going quality maintenance service to the tribally owned infrastructure, which includes rangeland roadways, earthen dirt tank structures, windmill maintenance and fence maintenance. It will also provide a service to habitable community areas, which will include road maintenance (paved & unpaved), sand & gravel hauling and general service calls established through a work order process.

The Program will also undertake and administer the 93-638 BIA Road Maintenance Program which will provide a range of maintenance services as defined in the Road Maintenance Manual.

Special consideration of community based services will be provided only if it is considered to be an **emergency** or if the requestor is in special need due to health, age, physical impairment, low income or if referral by another program/entity/agency stipulating those requirements is made.

Emergency-Sudden crisis requiring action. An unexpected and sudden event that must be dealt with urgently.

Organizational Description

Number of Employees	13
Number of Laguna Tribal Members	12

Employee	Title	Contact Number	Email Address
Loren P. Maria	Program Manager	(505)552-1210	lmaria@lagunatribe.org
Nathan Lucero	Heavy Equipment Operator	(505)552-6654	nlucero@lagunatribe.org
Byron Cheromiah	Heavy Equipment Operator	(505)552-6654	bcheromiah@lagunatribe.org
Delbert Siow	Heavy Equipment Operator	(505)552-6654	dsiow@lagunatribe.org
Randy Jose	Heavy equipment Operator	(505)552-6654	rjose@lagunatribe.org
Raynard Louis	Heavy equipment Operator	(505)552-6654	rlouis@lagunatribe.org
Edward Waconda Jr.	Heavy Equipment Operator	(505)552-6654	ewaconda@lagunatribe.org

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Glenn Waconda	Heavy Equipment Operator	(505)552-6654	gwaconda@lagunatribe.org
Mienrad Antonio	Range Maintenance Technician	(505)552-6654	mantonio@lagunatribe.org
Thomas Creager	Range Maintenance Technician	(505)553-665	tcreager@lagunatribe.org
Billy Delores	Windmill Technician	(505)552-6654	bdelores@lagunatribe.org
Ray Konico Jr.	Windmill Technician	(505)552-6654	rkonico@lagunatribe.org
Steven Fernando	Lube Technician	(505)552-6654	sfernando@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo Of Laguna Operating Budget	\$738,076.00

2011 Goals / Objectives / Status

- Non-IRR Gravel & Dirt Roadway Maintenance: Performed minor road surface maintenance to include shoulder and drainage work. The program provided maintenance to 810.1 miles of arterial dirt roads from January 2011 to December 2011.
- Earthen Dirt Tank Structural Repair and Maintenance: Two (2) earthen structures were cleaned out.
- Windmill Maintenance: Maintenance of the windmills within the seven cattle associations. The windmill technicians repaired 189 windmills and maintained 10 windmills during the Fiscal year.
- Reservation Boundary Fence Maintenance and Repair: Repairs and checks continued on the fence within the exterior boundaries of the Pueblo. The fence crew check and assessed 350 miles of reservation boundary fence, repairing 19.65 miles.
- Emergency Response: The program assisted with traffic control for the closure of L-26 north of Seama Bridge as well as L-24 due to flooding of the Rio San Jose River for 2-3 hours, in August.
- Community Areas Bus Route Road Maintenance: The Program maintained all unpaved bus routes within the six villages, at approximately 0.3 mile per village
- Village Majordomos Special Event Services: The Program assisted the villages with 8 religious dance ceremonies and 7 fiestas with clearing and grubbing event/parking areas.
- Sand and Gravel Service: The program hauled 320 loads of fill dirt and gravel (1,600 cu.yds.) for tribal programs and community members.
- Unplanned Services- Unplanned Services included; building pad for the Transit Shelter Project; Transported Utility Authority trash truck; Silver Dollar Ranch waterline, stock

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pond and road repair; Road repairs for the Fish Passage project at Paguate Canyon and fencing (1 mile) at Speedway park at the Rio Puerco area.

- 93-638 Road Maintenance Program for Indian Reservation Roads (IRR): Preserving, repair and restore the systems of roads, in accordance with Federal Guidelines and Tribal Guidelines, as applicable. The program mowed 325 miles of IRR routes, pothole patched L50 Santa Fe Road, L503 Veterans Memorial Road and L502 Old Laguna Road, L24/26 Rainfall road and L22 Casa Blanca Road. Removed damaged street signs within all six villages.

2011 Accomplishments

- Ker-McGee Field Work with backhoe trenching.
- POL Head Start road and Wellness Court road improvements.
- Building Pad for FEMA trailer and Transit Shelter.
- Purchase of needed equipment: Kubota Mower, 672 John Deere Motor grader, Sakai Smooth Drum Roller, Ford F-150 4x4 trucks, Dixie Chopper mower and Vibratory Compactor.
- Participate in the H1N1 Pandemic Flu Exercise and the Radiological Exercise at the old 279 road.
- Attendance to Work Force Safety Training and Work force Excellence Training.
- Assisted Emergency Management with post flooding and debris removal in Seama and Laguna Village.
- Completed 1 mile of new fence at speedway property.

2011 Challenges

- Special challenge and effort in removal of 39,000 railroad ties out of the BNSF Right Of Way.
- 2011 Collaborations
- The Program provided services to the Mayordomo of the six villages.
- The Program participated in exercises and training with the Tribal Emergency Response.
- The Program collaborated with vendors on purchases of supplies, parts and repairs.
- The Program worked cooperatively with all Tribal Programs and POL Entities.

2012 Future Plans / Goals / Objectives

- The Roads and Range Program will continue to administer the Road Maintenance Program under the Public Law 93-638 Self Determination Process, with the objective to preserve, repair, maintain and restore the system of roadways listed in the Indian Reservation Roads and tribal access routes in accordance with Federal and Tribal Guidelines, as applicable.
- The Roads and Range Program seeks capacity building with labor force and certifications.

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GARAGE

Mission

The Laguna Tribal Garage Program is dedicated to providing service and maintenance to Pueblo of Laguna fleet vehicles and tribally owned heavy and light equipment through its Preventive Maintenance Schedule, sustaining a standard of high proficiency in fleet management; actively participating in ongoing technical education and training for staff members to ensure a safe, dependable fleet for Pueblo of Laguna elected officials and employees.

Scope of Work

The Tribal Garage provides comprehensive fleet management, preventive maintenance, and repair services to all tribally owned vehicles as well as heavy and light equipment. The garage maintains a deficiency checklist for each vehicle and monitors these for adherence to the basic service schedule. Basic services include preventive maintenance checks, 3,000 mile service, vehicle diagnostics, minor/major welding repair, minor component removal and replacement, and outsourcing of major component repairs. The Garage Program offers emergency response for fleet vehicles and equipment that have become inoperable from damage or mechanical failure. In these cases, a mechanic and mechanic's helper are dispatched to perform on site repairs or vehicle recovery.

Organizational Description

Number of Employees	7
Number of Laguna Tribal Members	7

Employee	Title	Contact Number	Email Address
Erwin Coriz	Acting Manager	552-1211	ecoriz@lagunatribe.org
Kenneth Day	Mechanic	552-1233	garage@lagunatribe.org
Fredrick Waconda	Mechanic	552-1233	garage@lagunatribe.org
Filbert Antonio	Acting Mechanic	552-1233	garage@lagunatribe.org
Joseph Fernando	Mechanic's Helper	552-1233	garage@lagunatribe.org
Leon Duran Jr.	Temporary Mechanic's Helper	552-1233	garage@lagunatribe.org
Robert Lucero	Welder	552-1233	garage@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna, Operations Budget	Budget \$442,293.00

2011 Goals / Objectives / Status

- Goal: Preventive maintenance program for all P.O.L. vehicles.

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Objectives:

- Implement a rotating maintenance schedule with a 3,000 mile preventive maintenance service for P.O.L. vehicles and other tribal entities to help cut repair costs and increase vehicle longevity.
 - Maintain public safety vehicles on scheduled days. To maintain and provide preventive maintenance every Tuesday and Thursday of every week which includes a 3,000 mile service with oil change and fluids check, as needed. Tribal garage personnel works with the Laguna Police department fleet manager to help keep the police fleet on track with scheduled days.
 - To provide preventive maintenance for heavy equipment machinery and minor repairs during Heavy Equipment week to extend the longevity of the heavy equipment.
- Goal: Capacity growth of the tribal garage.

Objectives:

- Improve the capacity of the tribal garage. Keep shop personnel up to date in the latest in vehicle technology in the different areas of automotive repair and service.
 - Update the Mitchell manager 5 software. To aid shop personnel with vehicle diagnostics and repairs and also to print repair orders and invoices for services rendered.
 - Purchase and stock equipment for modern vehicles. Keep equipment in stock to help with services and diagnosis to help decrease the down time of vehicles.
 - Vehicle diagnostics and minor and major repairs to tribal fleet vehicles. Conduct such repairs as tires, shocks, brakes, check engine lights, etc. to ensure that the tribal vehicles are safe and operational for tribal employees and to also diagnosis or repair unscheduled vehicles.
 - Minor and major welding services to tribal programs and tribal entities. To have the tribal welder perform minor or major welding jobs as requested by various tribal programs.
 - Emergency tribal vehicle recovery. To have a shop mechanic and mechanic's helper respond to recover tribal or public safety vehicles that have broken down or are longer operational.
 - Seek A.S.E. certification and heavy equipment certification for tribal garage personnel. Purchase study guides that will enable shop personnel in become certified in automotive and diesel fields in the 2012 year. To also seek publications for F.T.A. guidelines as it pertains to public transportation.
- Goal: Manage tribal vehicle pool

Objective:

- Provide well maintained, reliable, and dependable tribal pool vehicles to government programs through the established rotating maintenance schedule, keeping the cost of repair low and increasing vehicle longevity.

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- Program Status:
 - 595 preventive maintenance services for tribal fleet vehicles were completed as scheduled in 2011. A portion of these did not require oil change.
 - The Garage Program completed 244 preventive maintenance services for the Department of Public Safety.
 - Garage personnel performed 86 heavy equipment preventive maintenance service/repairs in 2011.
 - Program manager and personnel attended N.A.P.A. Autotech classes and Automotive Training Group classes.
 - Quarterly updates of Mitchell's On Demand 5 manager software provided diagnostics program enhancements throughout the year.
 - The Garage Program purchased tools and equipment such as: transverse engine support, front main oil seal remover/ installer, air compressor, software update kits for Genisys scanner, and other minor equipment.
 - Tribal Garage program repaired and replaced parts for 287 vehicles this also includes vehicle diagnostics, and public safety vehicles. A total of 46 unscheduled repairs for various causes were completed by the tribal garage.
 - The tribal garage welder provided 136 welding jobs to tribal programs and entities.
 - The garage program performed 14 emergency recoveries for the FY 2011.
 - The tribal garage has purchased one complete set of medium / heavy-duty truck series study guides to help prep shop personnel for the A.S.E. test in this field. We will continue to purchase study guides to aid shop personnel obtain A.S.E. certification in various automotive and diesel fields.
 - The Tribal Vehicle Pool program assigned 75 pool vehicles to tribal programs

2011 Accomplishments

- Purchased the following hard and software, enabling garage personnel to provide improved service and maintenance:
 - Heavy duty air compressor for service truck
 - Transverse engine support
 - Genisys software kit for heavy duty vehicles
- The garage personnel and Manager attended the following automotive and diesel classes:
 - N.A.P.A. Autotech 6.4L twin turbo Ford Powerstroke on February 24, 2011
 - N.A.P.A. Autotech Automatic Temp Control Class on April 7, 2011
 - N.A.P.A. Autotech Evaporative Emissions Diagnostics class on May 26, 2011
 - N.A.P.A. Autotech Direct Injection Systems class on October 20, 2011
 - N.A.P.A. Autotech Electric Power Steering Diagnostic class on December 1, 2011
 - A.T.G. 6.0L, 6.4L, & 6.7L Powerstroke Engine Performance Class on November 28 & 29, 2011
- Repaired or replaced minor and major components including response to emergency recovery situations
- Management of the tribal vehicle pool including two Ford Fusions purchased in 2011
- Purchased hardware and software for Genesis scanner for heavy equipment

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- Purchased a set of Medium duty / Truck series study guides for A.S.E. certification
- Received one new F-250 to replace the manager's old vehicle
- Purchased the three new vehicle lifts and one ATV lift to be installed in new garage building

2011 Challenges

- Cost reduction through implementation of the preventive maintenance program
- Ensuring all fleet vehicles were serviced according to the established maintenance schedule and minimizing no shows
- Keeping personnel, diagnostic tools, and equipment current with newly developed vehicle technologies
- Implementing Laguna core and work force values, as part of the daily practices of the Tribal Garage
- Acquire additional study guides that will enable tribal garage personnel to obtain certification in automotive and diesel classes

2011 Collaborations

- Worked with all tribal departments/ tribal entities on the preventive maintenance schedule
- Worked with N.A.P.A. and Rich Ford to purchase after market & O.E.M. parts and filters to keep tribal and public safety vehicles within the manufacturer's specifications
- Worked with General Maintenance Program to install a marquee sign for the C.H.R. program on their building

2012 Future Plans / Goals / Objectives

- Continue to provide and utilize the preventive maintenance program which includes: vehicle diagnosis, operator awareness, major/minor repairs, and rapid emergency response
- Expand the capacity of the Tribal Garage through certification and offer more services in other areas such as wheel alignments, transmissions, diesel engine technology, steering and suspension, etc.
- Obtain and maintain A.S.E. certifications for program personnel through continuing education and training classes throughout the year
- To purchase more A.S.E. publication material as well as F.T.A. material relating to public transit
- Strive for excellence in the work place and implement practice of core and work force values program wide

PUBLIC SAFETY DEPARTMENT

POLICE DEPARTMENT

Mission

The primary mission of the police department is the protection of life and property within the boundaries of the Pueblo. The primary focus of the police department is to improve the overall quality of life of the residents of the Pueblo and to make a safe environment for those who visit the Pueblo.

Scope of Work

Patrol is responsible for enforcement of the tribal criminal code, tribal civil traffic laws, DUI enforcement, accident investigations, court process, and responding to all calls for service. These calls for service include, but are not limited to: reports of domestic violence, assaults, batteries, drug possession, neighbor disputes, and juvenile status offenses. These calls for service or requests for officers, may, on occasion, warrant an arrest. The patrol officers also offer, upon request and approval, mutual aid to neighboring law enforcement agencies and communities.

Organizational Description

Number of Employees	30
Number of Laguna Tribal Members	15

Employee	Title	Contact Number	Email Address
Michelle Ray	Chief of Police	(505)552-5895	mray@lagunatribe.org
Billy Pena	Lieutenant	(505)552-5899	bpena@lagunatribe.org
Francis Valencia Jr.	Patrol Sergeant	(505)552-5860	fvalencia@lagunatribe.org
Raphael Jose Jr.	Patrol Sergeant	(505)552-6685	rjose@lagunatribe.org
Ricky Speakman	Patrol Sergeant	(505)552-6685	rspeakman@lagunatribe.org
Frances Flores	Criminal Investigator	(505)552-5896	fflores@lagunatribe.org
Greg Concho	Narcotics Investigator	(505)552-5889	gconcho@lagunatribe.org
Richard Aragon Jr	Lead Highway Safety Officer	(505)552-6685	rdaragon@lagunatribe.org
David Zilink	Police Officer	(505)552-6685	dzilink@lagunatribe.org
Eltheya Blackie	Police Officer	(505)552-5860	eblackie@lagunatribe.org

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Tony Romero	Police Officer	(505)552-6685	tromero@lagunatribe.org
Val Panteah Jr.	Police Officer	(505)552-6685	vpanteah@lagunatribe.org
Elias Chavez	Police Officer	(505)552-6685	edchavez@lagunatribe.org
Albert Abeita	School Resource Officer	(505)552-6685	aabeita@lagunatribe.org
Brandi Kie	Police Officer	(505)552-6685	bkie@lagunatribe.org
Maria Galvan	Police Officer	(505)552-6685	mgalvan@lagunatribe.org
Barbara Kohn	Highway Safety Officer	(505)552-6685	bkohn@lagunatribe.org
Kevin Torivio Sr.	Police Officer	(505)552-6685	ktorivio@lagunatribe.org
Todd Garcia	Police Officer	(505)552-6685	tgarcia@lagunatribe.org
Leonard Chavez	Police Officer	(505)552-6685	lchavez@lagunatribe.org
Crystal Abeita	Police Officer	(505)552-6685	cabeita@lagunatribe.org
John Colvin	Police Officer	(505)552-6685	jcolvin@lagunatribe.org
Vanessa Pino	Police Officer	(505)552-6685	vpino@lagunatribe.org
Gwen Aragon	Dispatch Supervisor	(505)552-6685	garagon@lagunatribe.org
Richard Kie	Dispatcher	(505)552-6685	rkie@lagunatribe.org
Chris Kie	Dispatcher	(505)552-6685	ckie@lagunatribe.org
Karleen Riley	Dispatcher	(505)552-6685	kriley@lagunatribe.org
Davonna Kie	Admin. Assistant	(505)552-6685	dkie@lagunatribe.org
Wilmer Greene	Security Officer	(505)552-6685	
Ronald Ruben	Security Officer	(505)552-6685	

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$1,001,554
BIA PL-638	\$977,835
BIA Indian Highway Safety Grant (10/1/10 – 9/30/11)	\$200,000
BIA Indian Highway Safety Grant (10/1/11 – 9/30/12)	\$255,000
Department of Justice COPS Grant (9/1/10 – 8/31/12)	\$494,152
Department of Justice COPS Grant (9/1/11 – 8/31/14)	\$278,650

2011 Goals / Objectives / Status

- The department was able to continue to address traffic safety by participating, through saturation patrols and checkpoints, in the national traffic safety mobilizations utilizing the highway safety overtime.

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- The department continues to purchase equipment with funds received from a 2010 COPS grant. This equipment will be used for the department's community policing efforts.
- The officers have increased attendance at village meetings.
- The department was able to increase staffing levels and fill key supervisory positions. The department is now fully staffed. Three new officers who were hired in July are currently attending the basic police academy. Two officers who were hired in November are scheduled to attend the basic police academy in mid-December and the third officer also hired in November, will be attending the basic police academy in February. Once these officers have completed their 16-week basic training and the Laguna Police Department's 12-week Field Training Program, they will be released for solo patrol and we will be able to detail officers to the sub-station at Rt. 66 for 24/7 coverage.
- Training for the department drug dog, Kate, continued throughout the year. Kate received several certifications and conducted several searches in the detention facility as well as with the New Mexico Department of Corrections, BIA and DEA. She has conducted searches at the Laguna Middle School and is awaiting superintendant approval for Laguna-Acoma High School.
- Training for the department bloodhound tracking dogs, Jimmy and Zeus, continues. Jimmy and Zeus have been called out to assist the police officers several times throughout the year - with finding endangered subjects, subjects who have fled from the officers and to assist in locating missing children. They have also participated in checkpoints that were conducted during the year.

2011 Accomplishments

- We were awarded \$278,650 through the 2011 COPS grant to purchase more patrol vehicles and other equipment.
- Received an additional data clerk position through the BIA Indian Highway Safety Grant. This position will be advertised shortly.
- We were finally able to fill the last of the police officer vacancies (6 individuals were hired – 3 tribal members, 1 other tribal member, and 2 non-Indians).
- The department hosted Criminal Jurisdiction in Indian Country training at Rt. 66 and sent 20 officers (including 6 conservation officers) to this training which is required to receive the BIA Special Law Enforcement Commissions. These commissions will enable Laguna officers to enforce federal laws within the exterior reservation boundaries of the Pueblo. 8 officers currently have these commissions and applications have been sent to BIA for the remaining officers.
- One officer received state certification through the New Mexico Department of Public Safety.
- The Laguna Police Department became the first tribal police department in the State of New Mexico to become a member of the New Mexico Attorney General's Office Internet Crimes Against Children Task Force.
- Investigators with the Laguna Police Department have worked diligently to get the Laguna Sex Offender Registry up and running and into compliance with Department of Justice requirements. In October 2011, the Laguna Tribal Council formally adopted the Pueblo of Laguna Child Protection and Safety Act and implemented the Sex Offender Registration and Notification Act.

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2011 Challenges

- To continue to provide and improve the level of service to the community in the face of current funding levels.
- Maintaining current staffing levels and provide pay increases for satisfactory performance evaluations with the current funding levels.
- Getting the remaining 17 officers (including one Conservation Officer) state certified through the New Mexico Department of Public Safety.

2011 Collaborations

- The police department, out of necessity, probably collaborates with more agencies on a regular, if not daily basis, than most other tribal organizations. This includes, but is not totally inclusive, of the following:

Tribal: Housing Authority, Social Services, Family Services, Behavioral Health, Probation, Laguna Tribal Courts, Emergency Management, Tribal Administration, Fire Services, Fitness Center, Mayordomos and various elected officials, Acoma Police Department.

State: New Mexico State Police, Department of Transportation, Highway Department, State-Tribal DWI Task Force, New Mexico Gang Task Force, Department of Corrections, New Mexico Attorney General's Office Internet Crimes Against Children Task Force.

County: All of the overlapping County Fire Departments, Cibola County Sheriff's Office, Bernalillo County Sheriff's Office, Valencia County Sheriff's Office, Sandoval County Sheriff's Office, Bernalillo County District Attorney's Office, Cibola County District Attorney's Office.

Federal: Bureau of Indian Affairs (BIA), Federal Bureau of Investigation (FBI), Drug Enforcement Administration (DEA), United States Marshall's Service (USMS), United State Attorney's Office (USAO), and the United States Federal Probation department.

2012 Future Plans / Goals / Objectives

- Continue with the monthly sobriety check points and/or saturation patrols
- Continue to work toward building of the Integrated Justice Facility
- Establish the community bike patrol now that funds have been received to purchase the bikes
- Continue with the WeTip program to assist in solving more cases
- Get all officers state-certified so they can receive county commissions which would enable them to arrest non-Indian offenders and process them through the state judicial system
- Continue to work with the Special Assistant United States Attorney in getting the Civil Violations Bureau established for the Pueblo of Laguna. This would enable Laguna officers to cite non-Indian offenders into Federal Magistrate Court for specific offenses committed on the reservation.

DETENTION FACILITY

Mission

The mission of the Detention Facility is to protect the persons and property of the community. The facility accomplishes this mission by the secure and humane detention of inmates legally detained by Police or committed by the Courts. The Detention Facility has three basic functions: (1) Maintain the security of the institution, (2) Ensure that inmates, staff and visitors to the facility are safe, (3) Provide the basic services required by the recognized standards to its inmate population. The overall philosophy of Laguna Detention is to instill in the inmates that productive activity is preferable to idleness and the facility has an obligation to provide opportunities for positive change through basic programs and services. Inmates are part of the community and will return to it. Understanding ones relationship and obligation to the community is an aspect of positive growth and change.

Scope of Work

In accordance with the Pueblo organizational structure and approved position description, under the general supervision of the Director of Public Safety, The Laguna Detention Commander continually develops to enhance the effectiveness of the operation of the detention facility to accomplish its goals and objectives. The Laguna Detention Facility will house male and female adult inmates in accordance with the BIA Adult Detention Handbook and all court decisions and other applicable regulations, ordinances and statutes.

A health and suicide screening form shall be completed for each inmate at the time of booking. Any inmates who are sick or injured shall not be admitted to the facility without a medical release provided by a physician. Any suicidal inmates shall be referred to the local mental health professional for evaluation and monitored until the assessment has been completed.

Twenty-four hour emergency care will be provided to the inmates by the Laguna Fire-Rescue department. Proper precautions will be taken to ensure the safekeeping of property belonging to the inmates.

The facility shall maintain a 24-hour, seven days week, supervision for all inmates confined. The level of supervision for inmates must be consistent with the type of inmate being supervised. To ensure that neither staff nor inmate are placed at risk, the facility administrator ensures there are male and female staff available in the facility in adequate numbers to supervise male and female inmates and to provide immediate back up for staff. If male and female inmates participate in programs and services at the same time and in the same place, they are continuously supervised. The facility commander identifies which inmates need 30-minute welfare check, 15-minute checks, or one-on-one supervision.

Organizational Description

Number of Employees	11
Number of Laguna Tribal Members	6

Employee	Title	Contact Number	Email Address
Billy Emanuel	Detention Commander	(505)-917-4259	bmanuel@lagunatribe.org
Gary Lujan	Detention Sergeant	(505)-552-5894	glujan@lagunatribe.org
Walter Johnson Jr	Detention Transport Officer	(505)-552-5894	wjohnson@lagunatribe.org
Ian Garcia	Detention Officer	(505)-552-5894	lgarcia@lagunatribe.org
Norman Coulombe	Detention Officer	(505)-552-5894	ncoulombe@lagunatribe.org
Marcus Jones	Detention Officer	(505)-552-5894	mjones@lagunatribe.org
Donna Gonzales		(505)-552-5894	dgonzales@lagunatribe.org
Robert Touchin Jr	Detention Officer	(505)-552-5894	rtouchin@lagunatribe.org
Jamie Poncho	Detention Officer	(505)-552-5894	jponcho@lagunatribe.org
Rosemary Gearhart	Detention Officer	(505)-552-5894	rgearhart@lagunatribe.org
Nelva Cheromiah	Detention Cook	(505)-552-5890	ncheromiah@lagunatribe.org
Oliver Torivio	Detention Cook	(505)-552-5890	otorivio@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$277,889
BIA PL-638	\$337,672

2011 Goals / Objectives / Status

- Reduce incarceration expenses. The detention facility has been using maximum space available here to prevent or minimize the need for outsourcing space. The detention facility cannot house or hold juvenile offenders and this year we have switched from Gallup Juvenile Facility to Santa Fe. The the cost is nearly the same but the services afforded to our detainees and intake far exceeded our need in comparison to Gallup Juvenile Facility.

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- To fill and certify all positions within our department. Currently we have 9 detention officer's positions, 1 sergeant, 1 transport detention officer, 2 cook's positions and 1 detention commanders' position.
- Facilitate and maintain programming. Currently we have MRT, Alcohol Assessment, Anger Management, fitness center and religious programming occurring in the facility. This has continued and Alcohol Education, Domestic Violence and Parenting classes have been added. This is being accomplished with the support and assistance of the Service Center.
- Provide community with information about the overall goals and objectives of the detention facility. I have attended a village meeting in Seama and gave a detention and K-9 presentation. This type of presentation has been offered to all villages.
- Keep costs at a minimum for the K-9 program both police and detention. This has been accomplished by the collaborative training effort with the New Mexico Department of Corrections and me. The program has been expanded to include the addition of one narcotics detection K-9.
- To have a workable classification system for security purposes and housing of inmates received by Laguna Detention.

2011 Accomplishments

- Through a consolidated grant submitted in May 2010 the detention facility has received \$767,373 for improvements that will benefit the entire facility including the police and courts. Improvements will include replacement of toilet clusters, facility wiring from aluminum to copper, air system heating and cooling, kitchen ventilation and perimeter fence extension.
- The detention annual BIA budget has been increased by more than \$125,000 annually resulting in 2 additional officer's positions and leaving monies to develop a base pay increase in 2011.
- The program has been expanded by one narcotics detection K-9. This K-9 was received at no expense to the tribe. The narcotics K-9 was primarily trained in-house during off-duty hours and certified in October with the NNDDA National Narcotics Detection Dog Association at no cost to Detention. The K-9 was certified with the New Mexico Department of Corrections in the odor detection of marijuana, cocaine, heroin, methamphetamines and ecstasy in October, 2011.
- Oliver Torivio, a cook with the facility has certified as a Safe Food Service Instructor and has been certifying inmates with food handler cards and giving community presentations including one to the local schools. The class was primarily given to children 8 to 10 years old for educational purposes only.

2011 Challenges

- The detention facility adult average daily population has increased due to sentencing adjustments in courts. The intake of new bookings has dropped by nearly 200 in 2010 compared to 2009 and is expected to remain the same or slightly more for 2011.
- The juvenile booking and incarceration rate has increased from less than 10 in 2009 to more than 48 in 2010. Through November, 2011, 46 juveniles have been booked and incarcerated representing a slight increase at this rate for calendar year, 2011.

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2011 Collaborations

- The Detention Department collaborates with several agencies. This includes, but is not limited to the following agencies:

Tribal: Housing Authority, Social Services, Family Services, Behavioral Health, Probation, Courts, Emergency Management, Tribal Administration, Fire Services, Fitness Center and Village Mayordomos

State: NM Department of Corrections and State SAR

County: McKinley County Adult and Juvenile Facility, Santa Fe Juvenile Facility Cibola Child Abduction Response Team

Federal: BIA, IPA, FBI, BJA and DEA

Other: AMPWA, AJA, NNDDA and ACA

2011 Highlights

- In the first quarter of 2011 detention was 100% staffed and the staff was 100% certified; historically the detention facility has only had 2 to 4 officers certified at a time. This is a first time for Laguna Detention since it's opening in the 1970's. This was maintained till the latter part of the 2nd quarter. Currently we have two vacant positions and two officers that are poised to attend the Detention Academy.
- Detention was approved for a Transport Detention Officer's position which was filled by an existing officer. The vacant position was used to create the Detention Sergeant position. This is also a first for the Laguna Detention Facility.
- Our K-9 man trailing teams have been dispatched on several occasions this year. The calls varied from missing persons to fugitive apprehension. There were many positive results including the locating of an endangered adult threatening suicide on two separate occasions. The K-9 narcotics dog has had many call-outs and provided service to BIA, Laguna Police and Detention, Santa Fe Indian School, Los Lunas and Santa Fe schools with confirmed narcotic finds.

2012 Future Plans / Goals / Objectives

- Maintain the staff currently employed and achieve a 100% employee certification of the department.
- Expand the staffing level of detention to meet or exceed the staffing the minimum recommended staffing level as suggested by the Office of Inspector General.
- Continue to enhance and develop programming for the individuals incarcerated here.
- Seek additional training and certifications from other accredited corrections training organizations.
- Continue to work with the planning and development team on the new criminal justice complex.

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- Receive training and apply for new detention and facility grants that are becoming more available once approved by the COO.
- Continue and maintain the detention K-9 program.
- Maintain an active role with the Laguna Advisory Board.
- Continue to work with the Laguna Probation Office and Prosecutor's office in seeking programs and alternative options to provide a more efficient service to individuals incarcerated.

FIRE AND RESCUE

Mission

The members of the Laguna Fire and Rescue Department promise to provide a professional and caring environment that is fair, honest, and ethical to everyone. We will treat all individuals with respect, dignity, and honor in our efforts to serve the public. Our mission is to protect and preserve lives, property, and the environment through fire suppression, rescue services, disaster preparedness, hazardous materials mitigation as well as to participate in community activities. The Laguna Fire and Rescue Department prides itself on striving to meet any and all needs of the Pueblo of Laguna and its members.

Scope of Work

The Laguna Fire and Rescue Department provides fire protection, rescue, and ambulance services. Fire suppression, high-angle rescue, automobile extrication, hazardous materials mitigation and advanced emergency medical services are all services that are provided to the Pueblo of Laguna and surrounding areas including non-tribal communities, federal and state properties. The Laguna Fire and Rescue Department is a revenue-generating department unlike most Fire and Rescue departments around the country. The department operates 24 hours a day and 365 days a year. Fire and Rescue personnel are divided into three rotating shifts with each working 48-hour shifts followed by four days off. The staff is full-time, career personnel, and also consists of volunteer firefighters that provide a limited service for the Laguna Fire and Rescue Department.

Organizational Description

Number of Employees	16
Number of Laguna Tribal Members	9

Employee	Title	Contact Number	Email Address
Art De La O	Fire/EMS Chief	(505)-238-9546	adelao@lagunatribe.org
Jacky Mooney	Lieutenant Firefighter EMT-B	(505)-239-7416	jmooney@lagunatribe.org
Beverly Charles	Lieutenant Firefighter EMT-I	(505)-681-6619	bcharles@lagunatribe.org
Leon Duran	Lieutenant (Acting) Firefighter EMT-B	(505)-918-1415	lduran@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna Tribal Budget (183)	\$982,460

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State Fire Fund	\$ 34,944
Indian Health Services	\$ 71,061
BIA Funds	\$ 15,000
State EMS Fund	\$ 8,243
Pueblo of Laguna Billing Budget (186)	\$ 6, 073

2011 Goals / Objectives / Status

- Our Insurance Service Office (ISO) rating remains unchanged. However, we have set up a meeting for an ISO evaluation that will be taking place in the first quarter of 2012 pending the completion of Pre-ISO survey paperwork. Once this is completed and we are evaluated, we will see a significant improvement in our ISO rating.
- Response times cannot improve until we are able to utilize the substation in Old Laguna which we continue to work on. The funding has been approved and we are awaiting the relocation of the Emergency Management Coordinator. It appears the Substation in Old Laguna may be open by December, 2011.
- We will have 7 EMT-Intermediates by December, 2011 with the potential of two of them becoming Paramedics since they have already completed and passed Paramedic School. This will allow us to provide a higher level of care to all medical patients. We currently have only one full-time Paramedic.
- We now have five Firefighter/EMTs per shift which will benefit the department when the new substation in Old Laguna takes effect. This will definitely effect emergency response times by decreasing them significantly. We are now proposing a 6th person per shift which will help us cover the Route 66 Casino and Rio Puerco area more effectively. A mobile home for this area has already been approved and our goal is to have it set up for occupancy by January, 2012.

2011 Accomplishments

- We were able to send two of the EMT/Firefighters to Paramedic School at the Albuquerque Fire and EMS Academy beginning in March, 2010.
- We set up a meeting with (Insurance Service Office (ISO) to allow us to be evaluated to lower our ISO rating. We have prepared for this meeting and are ready to have our ISO rating lowered.
- We hired two EMT-Intermediates to replace two EMT-B's who resigned and sent a third EMT-B to Intermediate school as well. We now have nearly 50% of our personnel capable of performing Advanced Life Support (ALS) care.
- We were approved for a new mobile home to be placed at the Route 66 Casino as a Public Safety substation for Fire and Police.
- We were able to increase revenue from ambulance transports by over 50% from \$100,00 to over \$150,000.
- We were able to settle long overdue ambulance transport bills owed to us by ACL hospital in the amount yet to be determined, but in the vicinity of \$250,000 -\$500,000.
- We procured a \$30,000 Air Supply Cascade System for our Fire Station in order to refill our air bottles instead of having to borrow Acoma Fire Department's Air Supply System.

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- We are in the process of handling final arrangements for remodeling a second fire station located in Old Laguna. The new substation will allow us to significantly cut back on response times to New Laguna, Old Laguna, Mesita, and surrounding areas including the Route 66 Casino/Rio Puerco area.
- We received \$25,000 in funding through the EMS Trauma Fund Act for the procurement of a second 12-lead Electrocardiogram (EKG) Heart Monitor allowing us to have an EKG on each of our two front-running ambulances.

2011 Challenges

- Proposals for building a new fire station and new staffing for the Route 66 Casino area are being evaluated. Researching and acquiring statistics that will aid in this proposal are a great task, but we have made significant progress.
- Our two Paramedic candidates attending school in Albuquerque are still in the process of becoming nationally certified as required to be able to practice as a Paramedic. The standards for passing the certification were raised substantially causing a delay in our candidates becoming certified.
- Keeping up with POL and ACL hospital transport demands remain a challenge for our current staff, especially with Acoma Fire Department unable to assist due to shortage of trained personnel.
- Handling all administrative duties without the service of an Administrative Assistant, even though challenging, has allowed the Fire Chief to gain valuable insight into several areas of the administrative responsibilities of the Fire and EMS administration. A full-time Administrative Assistant will be a welcome sight and is pending the re-opening of the substation in Old Laguna.
- Handling all Fire and EMS data entry in a timely fashion in order to remain eligible for State EMS and Fire funds. Currently, our uniform personnel handle all our data entry into EMS and Fire databases.
- Handling the Duties of Acting Public Safety Director along with all other duties already assigned is very challenging. An Administrative Assistant will be hired upon the opening of the substation in Old Laguna since we will have some space available.

2011 Collaborations

- Continue to work closely with the State Fire Marshall in fire-related issues including the lowering of our ISO rating which is awaiting the implementation of the E911 system.
- Continue to work closely with the Public Regulations Committee (PRC) and all EMS transport issues in an effort to remain in compliance with all PRC regulations. We are currently working on a Random Drug Testing policy as required by PRC.
- Started communication with the Insurance Service Office (ISO) with the intent of lowering our ISO rating which in turn will provide more grant money opportunities as well as lower home insurance rates. ISO sent us a PRE-ISO Survey we will be filling out during the first quarter of 2012.
- With the addition of a Public Safety Director, coordinate and communicate more effectively between all Public Safety Departments in the Pueblo of Laguna as well as with all other surrounding agencies in an effort to work more productively and effectively, particularly at emergency scenes.

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2011 Highlights

- Two of our personnel completed Paramedic School at the Albuquerque Fire Academy. However, they still need to pass the national certification. We hired two EMT-Intermediates as well. Another one of our personnel recently completed EMT-I school through the NMSU branch in Grants, NM.
- ACL Hospital will be paying us for services rendered since 2004. The total amount of revenue we will receive will be in the vicinity of \$250,000-\$500,000.
- The Fire and Rescue Department made over \$150,000 in revenue by providing ambulance service to the POL and surrounding communities. This represents a 50% increase from the previous year.
- The Fire and EMS Chief was appointed as Acting Public Safety Director overseeing Fire and EMS, Police, Detention, Conservation Officers, Animal Control, Dispatch, and Emergency Management Coordinator.
- All of our personnel were certified in Hazardous Materials Awareness and 50% were certified in Hazardous Materials Operations. A select few with a special interest will continue in this area and receive training in the Hazardous Materials Technician level.
- The establishment of a Public Safety Committee which has allowed us to provide input to the COO and Governor on the strategic approach to Public Safety as well as to current and future needs.

2012 Future Plans / Goals / Objectives

- Upgrade at least two of our EMT-Intermediate personnel to EMT- Paramedic level to allow us to have at least one Paramedic and one Intermediate per shift. This will allow us to have Advanced Life Support (ALS) on almost every emergency medical call we respond to and improve on our quality level of care as well.
- A rough-draft proposal requesting coverage of the Route 66 Casino and Rio Puerco area has been completed. This will allow the Laguna Fire and Rescue Department to cover the entire 875 square miles of the pueblo more thoroughly and with less dependence on other outside departments such as the Bernalillo County and Fire Department and the Albuquerque Fire Department.
- In the first quarter of 2012, Insurance Service Office will be evaluating our fire department and our ISO rating. Currently we are rated as a 10 which is the least desirable rating. However, we are prepared to lower our rating significantly.
- We are still seeking ways to cover Pagate and Encinal villages more thoroughly and have considered recruiting volunteers to assist in this area. Our most recent attempt at improving service was a request to utilize the MATIC center as a potential substation for this area. Another possibility is utilizing the new Community in Pagate as a part-time substation for EMS personnel.
- We are expecting an increase in the State Tariff rate for ambulance billing in the near future. This should allow us to increase revenues by approximately 25%.
- We are looking at upgrading one of the current Lieutenants to the position of Captain or Station Commander in order to continue to improve on our paramilitary structure and chain of command. Costs will be minimal and we will be able to absorb in our current budget.

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EMERGENCY MANAGEMENT

Mission

Emergency Management Office provides assistance to the Tribe on planning, development, and implementation of emergency preparedness for all natural and human-caused disasters that occur on or near Pueblo lands. The Emergency Management Program for the Pueblo of Laguna consists of trained response personnel, managers, equipment, information resources, and facilities integrated into a coordinated whole. The Tribal Emergency Response Committee (TERC), the Emergency Management Coordinator and Tribal Officials work in tandem to achieve the goals of the Emergency Management Program.

Scope of Work

The Emergency Management office is to provide assistance to the Tribe on planning, development and implementation of emergency preparedness for all natural and human-caused disasters that occur on or near Pueblo lands. In part, this will be accomplished by developing a well-trained Haz-Mat response team that will be capable of responding to any incident involving Haz-Mat, chemical, biological, weapons of mass destruction and radiological incidents. Therefore, basic, intermediate and advanced training in these areas is necessary. The majority of the funding will provide on-going training to first responders and TERC members that have received basic Haz-Mat training. New employees that may respond to incidents of hazardous materials will also receive basic and advanced training. Good working relationships that include routine interface and a basic knowledge of the job duties and capabilities of other organizations can greatly facilitate regional response capabilities during an emergency. The Pueblo's Emergency Management Coordinator will research effective training opportunities that will benefit the Pueblo's response to incidents involving hazardous materials. We are located in the old Fire Station behind the Rehabilitation Center connected to the Fitness Center.

Organizational Description

Number of Employees	Two
Number of Laguna Tribal Members	Two

Employee	Title	Contact Number	Email Address
Kenneth J. Tiller	Emergency Management	(505) 552-5794	ktiller@lagunatribe.org
Vincent P. Rodriguez	EM Assistant	(505) 552-5793	vrodriguez@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Department of Energy WIPP	\$50,000

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Department of Transportation	\$37,000
Pueblo of Laguna	\$50,000

2011 Goals / Objectives / Status

- Continue to improve emergency response through seeking grants for training of our Police, Fire, Public Works, the Tribal Emergency Response Commission and Tribal Leaders.
- Continue to update all Emergency Response Plans and building efficient emergency response capabilities within our Department of Public Safety and Public Works Department and overall community awareness of services provided through the Office of Emergency Management.

2011 Accomplishments

- Received funding for the HAZ-MAT Command vehicle, communication radios, computers, printers, fax and other necessities in the amount of \$72,000 from Homeland Security.
- Completed revisions of the POL Emergency Operations Plan (EOP)
- Conducted training in awareness to radiological response and advanced response to radiological incidents.
- Conducted a full scale radiological exercise with the Pueblo of Acoma and the Cibola County Emergency Management with the POL being the lead in coordinating this exercise.
- Conducted the fall annual Flu Point of Dispense (POD).
- Attended the National Association of State Title Three Program Officials (NASTTPO) Community Right to Know Act, the POL Emergency Management Coordinator was elected to the Region VI Board of Directors as the Tribal Representative for Oklahoma, Colorado, Texas, Arkansas and New Mexico.

2011 Challenges

- Finding ways to provide and encourage all departments and entities to attend TERC meetings and participate in Emergency Preparedness trainings.
- Elevating the awareness on the importance of the Emergency Management Office within the POL structure and community.
- Develop better relations and communication channels with the Director of Public Safety to build a sound and functional strategy within the Department of Public Safety that will address the lack of attendance at trainings provided through the TERC and Emergency Management.

2011 Collaborations

- Pueblo of Laguna
- Police Department
- Fire & Rescue Department
- Health & Wellness Department

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- Laguna Department of Education
- Natural Resource Department
- NALEMP
- Public Works Department
- Laguna Rainbow Center
- Dancing Eagle/Route 66 Casino
- Cibola County
- TERC

2011 Highlights

- Emergency Management Coordinator completed the Instructor Curriculum through the Emergency Management Institute and the National Fire Academy in Emmetsburg Maryland and is now a certified Federal Emergency Management Agency (FEMA) Instructor in the Tribal Curriculum courses.

2012 Future Plans / Goals / Objectives

- Continue training for those tribal departments who participate in the activities/exercises and in responding to all emergencies within the exterior boundaries of the Pueblo and supporting the neighboring communities.
- Conduct training in the Citizens Emergency Response Team (CERT) which will allow our community members to assist in disaster response efforts with a level of training that will provide knowledge, skills, and safety that will be of great benefit to any and all response efforts in the community.

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ANIMAL CONTROL

Mission

The primary mission of the animal control program is to ensure the public health, safety and welfare of tribal members and animals. This is done by enforcing the Animal control Ordinance which regulates the vaccination, impoundment, treatment, quarantine and disposal of animals on Pueblo lands.

Scope of Work

The Animal Control Officer maintains the necessary records for the implementation and enforcement of the Animal Control Ordinance. He coordinates with the Public Health Service Unit personnel, the Tribal Health Authorities and Village Mayordomos, for the prescribed vaccination, tagging and registration of dogs and cats. He captures and impounds all at-large stray and/or vicious dogs and cats pursuant to authorized procedures. He impounds any dog or cat that bites a person or persons for rabies observation pursuant to the Animal Control Ordinance. He maintains and cleans the kennels, provides water and fee for the animals at the pound. He disposes of unclaimed animals in a humane manner. He promptly notifies dog or cat owners if the same is identified by a tag.

Organizational Description

Number of Employees	1
Number of Laguna Tribal Members	1

Employee	Title	Contact Number	Email Address
Duane Jose	Animal Control Officer	(505)552-6685	djose@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	\$38,424

2011 Goals / Objectives / Status

- A laptop computer was purchased for the animal control officer to enable him to begin pet registration. The registration began in January 2011 and continued through the year.
- Rabies vaccination clinics were conducted in all villages.

2011 Accomplishments

- The animal control officer was able to use his new vehicle, which was purchased in 2010 with approved capital outlay funds) and cut down on vehicle maintenance costs.

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- The animal control officer has been able to utilize his laptop to register pets throughout the year during his regular patrol.

2011 Challenges

- Being a one-man shop, it has been difficult for the animal control officer to respond to all requests for services immediately especially when he is at training or on approved leave.
- Pet owners are not being responsible when it comes to keeping their pets tied up or leashed and spayed or neutered thus helping to control the at-large population.
- Getting the amended Animal Control Ordinance before Council for approval.
- Development and approval of an assessment scheduled to go hand in hand with the Animal Control Ordinance once it's amended.

2011 Collaborations

- Laguna Police Department, Laguna Transfer Station, Grants Animal Shelter, the mayordomos, other village officials and Laguna Detention for use of inmates to assist when appropriate.

2012 Future Plans / Goals / Objectives

- Continue to register pets while picking up at-large unregistered animals.
- Development of an assessment schedule to be able to cite and hold pet owners responsible for not registering and not having their pets restrained at all times.
- Get approval for another animal control officer and immediately hire this person to assist with the required duties.

RANGE/CONSERVATION

Mission

The mission of the Pueblo of Laguna (POL) Range/Conservation Unit is to assist the Division of Public Safety and the Environmental/Natural Resources Department with enforcing the Pueblo of Laguna laws, codes, and ordinances for the safety, health and happiness of all tribal members and non-members and to minimize the loss of natural resources and property within the jurisdictional boundaries of the Pueblo of Laguna.

Scope of Work

Under direct supervision of the Police Lieutenant, protects Pueblo of Laguna natural resources, fish, and wildlife through enforcement of wildlife and law and order codes, ordinances, and regulations. The Conservation Officers also ensure a safe environment for hunters and non-hunters as well as in maintaining confidentiality of all privileged information.

Organizational Description

Number of Employees	6
Number of Laguna Tribal Members	6 Tribal Members

Employee	Title	Contact Number	Email Address
Alfred Romero	Range/Conservation Officer	505-552-6685	aromero@lagunatribe.org
Angus Martinez	Range/Conservation Officer	505-552-6685	amartinez@lagunatribe.org
Jimmy Cheromiah	Range/Conservation Officer	505-552-6685	jcheromiah@lagunatribe.org
Darwin Deloris	Range/Conservation Officer	505-552-6685	ddeloris@lagunatribe.org
Brian Carr	Range/Conservation Officer	505-552-6685	bcar@lagunatribe.org
Leon Sarracino	Patrol Sergeant	505-552-6685 505-331-9613	ldsarracino@lagunatribe.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna	Part of police department budget
PL 93-638	Part of police department budget
2011 COPS grant	Part of police department budget
BIA Indian Highway Safety grant	Part of police department budget

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2011 Goals / Objectives / Status

- The major goal of the Range/Conservation Unit is to become its own department still under the umbrella of Public Safety with its own budget for training, equipment and increase its personnel to ten (10) officers. The Sergeant will be under the direct supervision of the Director of the Public Safety Department and the officers will be supervised by the Sergeant.
- Start an Operation Game Thief fund for information leading to the conviction of individuals who violate the wildlife code, grazing ordinance and illegal wood hauling,
- Get all Range/Conservation Officers certified as livestock inspectors, to assist the POL, DNR and the Livestock Board.

2011 Accomplishments

- The Range/Conservation Unit successfully prosecuted four (4) tribal members for violations of the POL wildlife code.
- The Range/Conservation Unit assisted in the round-up and inspection of (423) feral horses.
- The Range/Conservation Unit replaced over one and one half (1 ½) miles of the west boundary fence in the Jack Ward Wildlife Unit.

2011 Challenges

- With the encroachment of the surrounding communities on our reservation boundaries, and the vast uninhabited areas of over HALF A MILLION acres of land now owned, and future purchases of land by the POL to be used by tribal members and non-members for recreational and agricultural use, increasing the number of Range/Conservation Officers will increase patrol, visibility, and coverage throughout the POL.
- With POL's interests in mind we need to utilize the full potential and services of the Range/Conservation Unit, by taking some responsibilities from the Grazing Ordinance, Wildlife code, and Forest/Wood Management code to cut down on duplication of services and confusion.

2011 Collaborations

The Range/Conservation Unit currently collaborates with the New Mexico Livestock Board, U.S. Fish/Wildlife service, Environmental/Natural Resources Department, POL Emergency Management, 7 Livestock Associations, POL Livestock Board, POL Roads and Range, BIA Agency, Pueblo of Acoma Range/Conservation, POA Public Works, POA Cattle Associations and Nebraska Wildlife and Parks.

2011 Highlights

Suspicious Activities -- 100	Animals put down----- 7
Tribal Hunters ----- 75	Cattle Assoc. Contacts--- 185
Non-Tribal Hunters ----- 33	Citizen Contacts----- 564
Livestock/Wildlife on Roadways--- 25	Other Rangers Contacted---- 37
23 HORSES	Check Points----- 7

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20 COWS	DNR Assists-----31
2 ELK	Poaching-----4
2 DEER	Weapons seized-----6
Traffic Citations ----- 324	Calls for Service-----155
Arrests ----- 6	Reports Written-----229
Motorist Assists ----- 12	Self Initiated Field Activities---385
Police Assists ----- 55	Total Incidents----- 611
Trespass Citations ----- 5	Total Miles Driven-----108,286
Fence Repair----- 20 @ 7,920.03feet	
Wood Haulers----- 13	
Training----- 186 hrs	

2012 Future Plans / Goals / Objectives

- The future Plans of the Range/Conservation Unit is to become its own department still under the umbrella of Public Safety with its own budget for training, equipment.

Goal is to increase its personnel to ten (10) officers. The Sergeant will be under the direct supervision of the Director of the Public Safety Department and the officers will be supervised by the Range/Conservation Sergeant.

Objective/ A breakdown of the cost to fund these positions has been turned in to the Chief of Police for the next budget cycle and a Grant for funding Conservation Law Enforcement Officers.

- Start a Turning in Poachers Program.

Goal is to increase the number of conviction of individuals who violate the wildlife code, grazing ordinance, illegal wood hauling, etc.

A copy of the rewards program was turned into the Director of Environmental/Natural Resources for review and possible funding for this program.

- Get all Range/Conservation Officers recognized as livestock inspectors through the Pueblo of Laguna Livestock Board.

Goal is to assist the POL, ENRD and the Livestock Board, so the POL does not have to go to outside agencies to assist the Cattle Associations when selling livestock going off the POL.

This has been presented at two (2) Livestock Board Meetings with documents needed for approval this past year.

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PUEBLO OF LAGUNA ENTITIES

LAGUNA DEVELOPMENT CORPORATION

Vision

Laguna Development Corporation: World Class

Laguna Development Corporation's vision is to be a multi-billion dollar diversified corporation. Through its people and successful business development we will achieve 500 million dollars in revenue and double our EBITDA by 2023.

Mission

Laguna Development Corporation: Improving Lives

We are a Laguna owned business pursuing opportunities that improve and strengthen the Laguna Community and its economy. Through our high performance culture we provide unparalleled entertainment, extraordinary customer service and quality products. We honor our core values and with an enterprising spirit we foster growth opportunities for the LDC family.

Organizational Description

Laguna Development Corporation

P.O. Box 550

Casa Blanca, NM 87007

Phone: (505) 352-7866

Fax: (505) 352-7880

<http://www.lagunadevcorp.com/news/archive.html>

www.rt66casino.com

LDC manages and operates: Route 66 Casino, restaurants, bars & gift shops; Casino Xpress; Route 66 Travel Center; 66 Pit Stop Gas Station & Convenience Store; Route 66 Casino Hotel; Thunder Road Restaurant; Envy Night Club; 360 Lounge; Main Street Restaurant; Kid Quest; Dancing Eagle Casino; Dancing Eagle Travel Center; Dancing Eagle RV Park; Dancing Eagle Restaurant; Dancing Eagle Supermarket & Ace Hardware; Superette; Paguate Mart and Transmix Plant.

Board of Directors:

Floyd Correa, Chairperson

Ron Solimon

John Black

Debra Haaland

Dominic Pruitt

Dean McClain

Ken Mimmack

Governor Richard Luarkie, Ex Officio

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Council Woman Tina Granger, Alternate Ex Officio

Corporate Senior Management:

Jerry Smith, President, Chief Executive Officer

Kevin Greer, Chief Operations Officer, Board Treasurer

Howard Funchess Chief Financial Officer

Dan Hall, Chief of Gaming Operations

Earl Carrasco, Chief of Retail Operations

Jorge Brasil, Chief of Food & Beverage

Skip Sayre, Chief of Sales & Marketing

Kathy Gorospe, Chief of Government Relations, General Counsel, Board Secretary

G.T. Mason, Chief, Facilities & Development

Steve Chovanec, Chief of Human Resources

Abel Cardenas, Chief of Risk Management

Travis Nabahe, Director of Business Development

Don Billbrough, Director of Hotel & Support Operations

Employment Statistics (as of 11/28/11)

Total LDC Employees	POL Members	% Laguna	Other Native Americans	% Other Native Americans	Total Native Americans
1132	338	30%	250	22%	51.9%

Financial Budget Objectives 2011

Gross Revenue	\$223,357,500
Net Income	\$15,231,937
Fixed Assets, net of depreciation	\$109,359,417
Net Assets	\$74,248,120

Estimated Payments to POL 2011

Regulatory Fees	\$1,076,438
20 Gaming Devices	\$447,658
Beer & Wine Tax	\$163,380
Cigarette Tax	\$1,083,714
In-Kind Services/Contributions	\$631,191
Cash Sharing Payment	\$9,286,000
Gasoline Tax	\$1,017,437
Development Tax	\$1,603,676
Total	\$15,309,494

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2011 Goals / Objectives / Status

- Expansion of Dancing Eagle Casino facilities including additional slot units, new meeting space, entertainment and bingo facilities and a new restaurant to replace the existing dining outlet.
- Extensive re-modeling of KXX Nightclub to reinvigorate the facility and restore the levels of revenue and guest visits experienced in 2008.
- Complete recruitment and establish new business development function with hiring of Director of Business Development.
- Achieve financial objectives in 2011 Business Plan with 2.2% increase in gaming revenue and 4.9% increase in food and beverage revenue.

2011 Accomplishments

- Unqualified opinion on the 2010 financial audit.
- Fitch Bond Rating Upgrade.
- Completed construction of Dancing Eagle Conference Center and Bingo and the Great American Diner.
- Constructed and successfully opened “Envy Nightlife,” the only Las Vegas style nightclub in the Albuquerque area.
- Completed Laguna Superette conversion to “Pit Stop” and “Laguna Burger.”
- Established an LDC Business Development Office and recruited a new Director of Business Development.
- Successfully transferred back Mt. Taylor Ranch to the Pueblo.
- Successful registration of “Route 66 Casino” and “Route 66 Casino Hotel” with the U.S. Patent and Trademark Office.
- LDC’s Responsible Gaming Policy and Program was recognized as a model of excellence at NM Legislative Committee hearings, the New Mexico Indian Gaming Association, and the NM Indian Gaming Commissions Association.
- Successful Legends Entertainment Program.
- Revised LDC Management Capacity Development Program.

2011 Challenges

- Diesel spill cleanup at Route 66 Travel Center.
- Repairs to Hotel Porte Cochere and waterfall damage at Rt. 66 Casino Back Entry.
- Additional gas taxation by the State of NM on gas purchases for blending by LDC’s transmix plant.
- Noncooperation by NM Tax and Revenue to allow LDC’s transmix plant to qualify for special fuels tax exemption.
- Making successful bids for new off-reservation business operations: Garduno’s and the NM State Fair racetrack & casino lease.
- NM Gaming Control Board challenges to “free play” treatment in relation to the Compact’s Net Win calculation.
- Construction of bridge at Rio Puerco and multiple construction projects at Casa Blanca.

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2011 Collaborations

- Legislative: Assisted POL Governor's Office in carrying out legislative initiatives at state and national level:
 - organized and coordinated NM redistricting meetings with Acoma, Navajo, Zuni, All Indian Pueblo Council and worked with POL legal counsel on redistricting litigation; set up meetings with State of NM Governor & Secretary of Education;
 - Orchestrated POL delegation meetings with congressional representatives to communicate POL & LDC opposition to internet gaming; and coordinated Congressman Pearce visit to POL MATIC Center.
- POL Operations: Assisted POL Governor's Office and POL administration with various projects and initiatives:
 - Facilitated POL Employees "Operations Excellence" Retreat.
 - Provided Corporate Governance training for POL Staff Officers and Council.
 - Met with POL Enforcement, Courts, & legal counsel to provide briefings on LDC alcohol service policies and to provide input on POL statutory policy development.
 - Developed with POL in-house counsel, COO, and former governor policy on POL land acquisition.
 - Worked with POL COO, Planner & Engineering Department on NMDOT I-40, Exit 140 Interchange Feasibility Study and Option Selection and the Rio Puerco Bridge Project.
 - Worked with the Governor, COO, Treasurer & HR Director in evaluating and hiring POL Government Relations Director.
 - Began work with Governor, COO, Treasurer & counsel on POL Entities Charter Review Committee.
 - Worked with Governor, POL Investment Committee, and staff on New Market Tax Credit application with the State of New Mexico.
 - Successfully established a public transit route between Laguna and Route 66 Casino and between Albuquerque and Route 66 Casino through inter-departmental and inter-governmental agreements between the Pueblo of Laguna Department of Social Services and the Albuquerque Metro Transit authority.
 - Worked with POL Education Task Force.
 - Assisted with the coordination and developed the agenda for Strategic Plan between POL and New Mexico State University.
 - Hosted the LDC / POL Golf Tournament at Albuquerque Country Club for tribal council and POL government managers.
 - Met with the Governor, POL Tribal Court prosecutor and social services to launch Domestic Violence / Child Abuse awareness campaign.
 - Participated in the "clean-up of each of the village play parks, of Laguna village, and of Laguna village for their feast day.
 - Volunteered at the Laguna Rainbow Center on their Appreciation Day.
 - Made a special donation to the Pueblo of Laguna Church.

- Facilitated POL Economic Development Strategic Planning Session with the POL Governor, Treasurer, and Chief of Operations.
- Conducted two (2) - four (4) day POL manager training workshops.
- Developed and facilitated eight (8) communications training for POL Workforce.
- Conducted DISC training and Crucial Conversations training to the POL Tribal Council.
- Conducted Strategic Planning Session for the POL Tribal Court.

2011 Highlights

- Successful “Carnivale” New Years Eve Celebration.
- Sponsored and Hosted 2011 dinner celebration in honor of POL Governors.
- Hosted world premiere of “Grab” (a documentary film by POL member Billy Luther) in Rt. 66 Legends Theater.
- Sponsored and hosted 2011 Adopt and Elder or Child Dinner and Gift Presentation for POL community.
- Increased participation on LDC Scholarship Program.
- POL Shareholders increased LDC Board membership from 5 to 7 members.
- Presented “Financial Statements” Class to Laguna Middle School.

2012 Future Plans / Goals / Objectives

- Construction of a new full service 30,000 square foot grocery store that will replace its antiquated 30 year old grocery store.
- Re-establish key points of competitive differentiation, most notably customer service, the cleanliness of our facilities and the colorful, playful attitude and experience reflected in the Route 66 brand.
- Complete a market study on Route 66 Casino Hotel expansion and other amenities regarding its current facilities, addition of new facilities inclusive of all additional amenities recommended for the Route 66 Casino Hotel.
- Identify, evaluate and execute on LDC capital investment and business diversification opportunities.

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TRIBAL GAMING REGULATORY AUTHORITY (TGRA)

Mission

The Pueblo of Laguna Gaming Control Board ("LGCB") has total commitment to provide licensing, regulatory and compliance oversight in all matters relating to gaming activities on Pueblo Lands. This commitment includes the establishment of a cooperative, professional relationship with the gaming enterprise and the public; to take any action required to protect the public interest pursuant to applicable law; to enact and regulate the conduct of gaming activities; to assure that games are operated in a fair and honest manner; to enforce the health and safety standards applicable to any gaming facility for the protection of tribal members and the public and to initiate procedures for matters necessary to carry out its duties pursuant to the Pueblo of Laguna Tribal Gaming Ordinance (100-95), the Compact, and applicable laws.

Scope of Work

Enforce the Pueblo of Laguna Gaming Ordinance, Laguna Gaming Control Board Rules & Regulations, TGRA Internal Controls, Indian Gaming Regulatory Act (IGRA) and the Tribal-State Compact.

Organizational Description

Number of Employees	21
Number of Laguna Tribal Members	18

Employee	Title	Contact Number	Email Address
Robert Johnson	Executive Director	352-8242	rjohnson@ltgra.org
Andrew DeLoris	Deputy Executive Director	352-8243	adeloris@ltgra.org
Edward Bautista	Compliance Manager	352-8240	jbautista@ltgra.org
Roland Pino	Compliance Manager	352-8240	rpino@ltgra.org
Bernadette Maestas	License Administrator	352-8244	bmaestas@ltgra.org
Veon Valencia	Administrative Assistant	352-8240	vvalencia@ltgra.org
Ryan Bahe	Floor Compliance Investigator	352-8240	rbahe@ltgra.org
Walter Johnson	Floor Compliance Investigator	352-8240	wkjohnson@ltgra.org
Felipe Marmolejo	Floor Compliance Investigator	352-8240	fmarmolejo@ltgra.org
Constance	Floor Compliance	352-8240	cnatseway@ltgra.org

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Natseway	Investigator		
Isaiah Aragon	Floor Compliance Investigator	352-8240	iaragon@ltgra.org
Tom Aragon	Floor Compliance Investigator	352-8240	tarragon@ltgra.org
Melvin Cheromiah	Floor Compliance Investigator	352-8240	mcheromiah@ltgra.org
Richard Smith, Jr.	Floor Compliance Investigator	352-8240	rpsmith@ltgra.org
Nadine Encino	Floor Compliance Investigator	352-8240	nencino@ltgra.org
Noreen Chino	Floor Compliance Investigator	352-8240	nchino@ltgra.org
Yvette Trujillo	Floor Compliance Investigator	352-8240	ytrujillo@ltgra.org
Rochelle Arkie	License Background Investigator	352-8240	carke@ltgra.org
Clairessa Lucas	Compliance License Specialist	352-8240	clucas@ltgra.org
Kermit Pearman	Internal Auditor	352-8240	kpearman@ltgra.org
Jonathan Sarracino	Internal Auditor	352-8240	jfsarracino@ltgra.org

2011 Financial Description

Funding Source	Annual Operating Budget Amount
Pueblo of Laguna General Fund	\$1,091,554.00
Revenue Generated	
Gaming Fees	\$1,076,438
License Fees	*274,024
Total Deposit into General Fund:	\$1,350,462
*As of November 30, 2011	

2011 Goals / Objectives / Status

- Reclassify the Internal Audit Manager Position;
- Complete.
- Update Internal Auditor, Administrative Assistant, Licensing and Compliance Position Descriptions;
- Complete.
- Implementation of Regulatory Software from SolutionWerx;
- Demonstration, Identification of needed modules and quote complete. Awaiting Capital Purchase Request approval from the POL.
- Continued update of technology and training necessary to keep up with the ever-changing Gaming Industry;
- Complete, and Ongoing.

2011 Accomplishments

- Completed Quarterly NIGC Site Visits with no deficiencies noted.
- Completed Gaming Machine server based 'bonusing' installation at Route 66 Casino. This is the first Casino in the State to utilize this new technology.
- Completed much needed furniture improvements within the Route 66 Administration Office.
- Assisted in the Route 66 Gaming Floor expansion, Table Games expansion, Dancing Eagle Casino Gaming Floor expansion, and Bingo expansion.
- Instituted new 'Spot Audit' program within the Internal Audit Department.
- 28 Internal Audits complete over 3 Casino Properties.
- 2955 Gaming Machine Installs, Upgrades, Conversions, Removals and Floor Compliance Calls completed by the Compliance Department.
- 246 Discrepancy Reports, FYI Reports, Safety Reports and Incident Reports written by the Compliance Department.
- 1 Major Gaming Machine dispute investigation completed.
- 1429 Gaming License Issues, Renewals, Terminations, Orientations, Re-evaluations, License Transfers and Hotel Backgrounds completed by the Licensing Department.
- 159 Vendor License Issues, Renewals and Re-evaluations completed by Licensing Department.
- NIGC Consultation meetings were attended for MICS revisions and comments were submitted on changes.
- Pueblo of Laguna is frequently visited by other Gaming Agencies for guidance in Internal Auditing, Compliance and Licensing processes.
- Collaboration with Laguna Council on Gaming Regulatory Issues.
- Completion of a draft amended Ordinance.

2011 Challenges

- Keeping equipment/software updated with the fast changing gaming technology.
- Finding a steady source of training for updates on gaming technology, this includes information on gaming machine changes, software changes, and new cheats/fraud.

- Staffing the Compliance Department for the multiple Casino gaming floor expansions, new venues and general day-to-day compliance investigator assignments.
- “Free Play” issue with the New Mexico Gaming Control Board (NMGCB).
- NMGCB ‘Compliance Reviews’.
- Draft amended Ordinance being enacted by Council.
- Working with Pueblo of Laguna HR to expedite the hiring process.

2011 Collaborations

- New Mexico Association of Indian Gaming Commissions (NMAIGC) Commissioner Meetings with other New Mexico Casinos.
- NMAIGC Licensing Chapter Meetings.
- NMAIGC Intelligence & Compliance Network Meetings.
- National Indian Gaming Commission (NIGC) Quarterly Site Visits.
- New Mexico Gaming Control Board (NMGCB) yearly compliance reviews.
- New Mexico Indian Gaming Association Inc. (NMIGA Inc.).

2012 Future Plans / Goals / Objectives

- Keep the TGRA Staff updated with the changing gaming industry technology.
- Reorganization of the Electronic Licensing/Vendor File System.
- Implementation of the Regulatory Software package from SolutionWerx.
- Review and revision of the Tribal Internal Control Standards (TICS).

LAGUNA CONSTRUCTION COMPANY, INC.

Mission

Per Shareholder Resolution 38-11 dated July 30, 2011 the Mission of Laguna Construction Company, Inc. is to, “completely and permanently cease doing business and dissolve once it has completed existing projects and taken all actions necessary for the winding up of the Company, including but not limited to the collection of outstanding amounts due to it, and resolution of its legal and auditing issues with the federal government”

Scope of Work

Per Shareholder Resolution 38-11 dated July 30, 2011 the Scope of Work of Laguna Construction Company, Inc. is to, “completely and permanently cease doing business and dissolve once it has completed existing projects and taken all actions necessary for the winding up of the Company, including but not limited to the collection of outstanding amounts due to it, and resolution of its legal and auditing issues with the federal government”

Organizational Description

Contact Information:
Rudy Lorenzo – Acting President, rudy.lorenzo@lagunaconstruction.com , 505-552-6003
Bob Plunkett – Acting Vice-President, bob.plunkett@lagunaconstruction.com , 505-890-5441

Board or Key Staff Members:
Maxine Velasquez - Chair
John Ulrich – Board Member
David Martinez – Ex-Officio
Rudy Lorenzo – Acting President
Bob Plunkett – Acting Vice - President

Number of Employees	29
Number of Laguna Tribal Members	23

2011 Financial Description

Total Operating Budget	\$1,448,583
Total Revenue / Payments to POL	\$5,284,504 / \$38,506

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2011 Goals / Objectives / Status

- The goal and objective of Laguna Construction Company is as stated above in its Mission Statement and Scope of Work.
- In particular, it is the goal of Laguna Construction Company to close the company in a manner that is as favorable to the shareholder as circumstances allow.
- Further, it is Laguna Construction Company's intent to negotiate with the federal government a favorable settlement in regard to issues brought forward in the auditing process of Iraq contracts. Laguna Construction will also continue to seek favorable resolution on issues regarding Randolph Air Force Base and other legal claims.

2011 Accomplishments

- Revisited and aligned financial reporting to more accurately reflect the assets and liabilities of the company.
- Employee contracts established with a retention bonus for completing the full term of the contract.
- Once the decision to wind up the company was made, the company quickly implemented an Employee transition plan that has resulted in a high percentage of displaced employees being re-employed quickly within the community and elsewhere.
- New consulting staff and management able to quickly get up to speed and be effective.
- Collecting and continuing to collect outstanding Accounts Receivables on Iraq and Domestic contracts.
- Favorable determination made by government regarding POL Tax.
- Closed off Accounts Payable to only necessary accounts.
- Moving of cash assets to more secure accounts. Maintained current bonding under a more favorable Letter of Credit.
- Change of Insurance agents and policies from Manuel Lujan to Western Assurance resulting in savings of \$94,000.
- Current and realistic market value of material and equipment assets.
- Completed all construction projects, (of particular note: Randolph Air Force Base) and brought them into the warranty phase. Randolph Air Force Base Rework was completed under budget and ahead of schedule.
- Submittal of Change Orders to AFCEE for costs over contract value.
- Received DCMA demand letter, filed appeal with the result of rescinding the letter.
- Re-established a working relationship with DCMA on Iraq contract closeout.

2011 Challenges

- The conclusion that Laguna Construction Company must dissolve as a corporate entity.
- Defending inquiries from the Department of the Army in regard to suspension or debarment
- Re-establishing a working relationship with DCMA
- Working through continued audits by DCAA. 6 of the 7 Form #1's still need to be settled.
- Eventual rescinding of DCMA demand letter
- Defending issues of false claim brought by USDOJ in regard to Randolph Air Force Base.

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- Claim for damages against V.K. Knowlton in regard to Randolph Air Force Base.
- Collection of remaining outstanding Accounts Receivable
- Establishing an environment of increased accountability while closing company.
- Maintaining employee morale in the face of impending layoffs and shut down.
- Creating, implementing and maintaining an effective Human Resources plan.
- Replacement and resignation of key board and management personnel.
- Completion of projects in a manner that reduces warranty exposure and in such a time frame that remaining warranty exposure does not exceed the projected operational close of December 2012.
- Realignment of financial statements that more accurately reflect the current status of the company.
- Dept. of Labor claims by tribal members on the basis of gender discrimination.
- Finding third member of Board of Directors.

2011 Collaborations

None

2012 Future Plans / Goals / Objectives

- Settle the remaining six DCAA form #1's. Continue cooperation and negotiation with DCAA and DCMA until audits are complete.
- Work with DCAA and DCMA to accelerate the auditing process
- Settle all issues regarding Randolph Air Force Base.
- Collect all remaining Accounts Receivables.
- Close and pay all Accounts Payable.
- Continue with Human Resources plan.
- Sell or otherwise dispose of all material assets (Equipment, Furnishings, etc.) and convert to cash deposits as necessary.
- Close all satellite operation offices (Jackpile and Albuquerque).
- Close Laguna Construction Main Office for regular business at the end of 2012.

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LAGUNA HOUSING DEVELOPMENT AND MANAGEMENT ENTERPRISE

Mission

We are dedicated to enhancing and contributing to the quality of life of the Laguna people by providing safe, sanitary, and affordable housing. Our programs are developed by consulting with the tribal government and community, in collaboration with federal, state and local governments. LHDME strives to provide housing-related opportunities reflecting the range of traditional and modern values of the community. We are committed to respecting Pueblo traditions and supporting individual Village choices regarding their housing needs.

Scope of Work

Since 1997, LHDME has served as the Tribally Designated Housing Entity (TDHE) and provides housing related planning, development, construction, and management for the Pueblo of Laguna. Three areas of concentration exist within the organization:

Administration-Oversees the administration and financing of the overall organization.

Construction Management Office-Develops and implements new construction and rehabilitation projects.

Tenant Service Office-Guides residents through the process of receiving housing services and oversees regular maintenance of managed rental units.

As the TDHE, we offer housing-related programs which address the social, economic, health and welfare needs of the Pueblo. Housing opportunities are available to low-income individuals and families through our managed housing stock, which includes homeownership, rental units, and lease/purchase units.

Organizational Description

Contact Information:
13 Rodeo Drive, Bldg.
PO Box 178
Laguna, NM 87026
Phone: (505) 552-6430
FAX: (505) 552-9409
Website: www.LagunaHousing.org

Board or Key Staff Members:
Board Members:
James Sims, Chairman
Debra Haaland, Vice-Chairman
Bob Tenequer, Secretary
Paul Lujan, Member
Vacant, Member

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Pat Pruitt-Vaio, Ex Officio
Key Staff:
Jeffrey Harrison, Executive Director
Jackie Torivio, Chief Financial Officer
Ted Trujillo, Tenant Services Manager
Delyliah Felipe, Human Resource Generalist
Joseph Shaffer, Construction Manager

Number of Employees	26
Number of Laguna Tribal Members	17

2011 Financial Description

Total Operating Budget	\$1,981,629
Total Revenue / Payments to POL	\$1,346,989

2011 Goals / Objectives / Status

- We are working towards a future where homes are a source of pride and consistently reflect the traditional values of the Pueblo. LHDME is also committed to:
- Promoting green design and energy efficient buildings to replace inadequate and unsustainable housing.
- Developing location efficient communities that maintain traditional values, as well as access to amenities and employment.
- Assisting in the improvement of the community's health and safety, especially children and other vulnerable populations by providing adequate housing opportunities.
- Contributing to the economic development and job creation, while enhancing and preserving the community.
- Strengthening community outreach .
- Collaborating with other organizations within the Pueblo.
- Stabilizing staff and further develop capacity to perform functions efficiently in-house.
- Increasing the housing stock of the community with unit construction and rehabilitation.
- Develop a portfolio of products and services to meet 40% of market demand.
- Implement housing pre-planning process within organization.

2011 Accomplishments

- Completed the rehabilitation of 54 traditional and HUD homes.
- Completed the installation of 82 new roof
- Completed the replacement of concrete sidewalks and repair of exterior stucco on 43 homes.
- Submitted 2011 Indian Housing Block Grant successfully, including the development of the 2011 and 2012 Indian Housing Plans.
- Employed temporary workers to begin development of force account.
- Completed the design and implementation of new web page.

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- Council approval to move forward with Rainbow Project.

2011 Challenges

- Tenant turnover in rental units due to tenant non-compliance with rental agreement.
- Efficient, productive collaboration with other tribal entities.
- Finding capable, responsive, contractors willing to work out here, developing relationships with professional licensed contractors.
- Effective in-house resources to help LHDME be more efficient in streamlining processes and doing more in-house.

2011 Collaborations

- Continued open communication between village mayordomos and Tenant Services Office.
- Opened communication between LHDME and Rainbow Tenants to assist with upcoming construction project.
- Opened communication with Albuquerque HUD office to assist LHDME in streamlining processes to be more efficient.

2011 Highlights

- Launched a new website to provide more detailed information to the community, as well as to advertise RFPs more effectively and to a wider audience.
- Received unqualified audits for 2010 financials for LHDME and Tax Credit Program.
- Hired Tenant Services Manager Ted Trujillo, who holds a strong background in public housing.
- Continue to streamline processes and staff responsibilities to provide exceptional service to the community, which meets or exceeds standards and expectations.
- Conducted an Open House Event for the entire community to tour the new modular units.
- Held the 3rd annual Laguna Housing Fair successfully in July.
- Conducted 3 preventative maintenance workshops for home owners and renters.
- Conducted application drive at all Laguna feasts in 2011.

2012 Future Plans / Goals / Objectives

- Pre-plan new construction projects for LHDME's land leases in each village to coordinate with infrastructure plans of the Tribe, in anticipation of new funding opportunities.
- Maintain regular interaction with each village by attending village meetings.
- Institute a fair and efficient process to gain community comment.
- Strengthen and uphold design and construction standards for traditional and non-traditional housing structures.
- Estimate to begin activities in January 2012 on the Rainbow Project Phase 2 and 3. Phase 2 consists of relocation, demolition, and installation of modern, efficient infrastructure. During Phase 3, new construction of 60 multi-income units will occur.
- Sustain and build on to the annual Laguna Housing Fair yearly.

- Seek additional and untapped funding to enable the increased creation of a variety development projects. Organize and automate maintenance inventory for increased cost and time efficiency.
- Centralize procurement procedure for cost and time efficiency.
- Identify opportunities and establish relationships with external organizations to further improve on the quality and quantity of services provided.
- Streamline processes within each LHDME office to increase efficiency and promote accountability.
- Support the establishment of an efficient, sustainable and professional procedure for working relationships with other tribal entities in order to accomplish projects safely and on time.
- Begin the construction of 5 – 10 new homes per our 2011 Indian Housing Plan.
- Begin and complete the rehabilitation of 30 homes.
- Develop and implement business plan for adobe machine.
- Develop and implement Force Account Program per HUD guidelines.

LAGUNA RAINBOW CORPORATION

Mission

The Laguna Rainbow Corporation is entrusted with providing services that enhance the quality of life for elders in the Native American Community. Our Mission is to provide these services while maintaining and respecting their cultural and traditional values.

Our Vision at Laguna Rainbow Corporation is to advance the quality of life for the elderly by being:

A leader that incorporates traditional Native American cultural values in a dynamic, challenging health care environment while being financial strong.

The following Core Values Statements serve as guideposts in fulfilling our mission and achieving our vision:

Honor and respect the dignity and worth of all people

Exceed expectations of those we serve

Achieve accountability and innovation throughout the organization

Responsibility to manage all resources while maintaining Tribal sovereignty

Treasure cultural values and traditions

Scope of Work

Founded in 1979, the Laguna Rainbow Corporation has a history of providing premier services to our elders, while preserving their values and traditions. Laguna Rainbow offers comprehensive residential, nursing, social and nutritional services to the elders living in the nursing home.

Laguna Rainbow also provides services to the elders in the community through the community based programs. The community based programs services include: nutritional meals at congregate meal sites in the villages of Laguna, Mesita and the Kawaike Senior Center and the Laguna Rainbow. In addition, meals are delivered to homebound elders in the villages of Mesita, Laguna, New Laguna, Encinal, Paraje, Seama and Paguate.

Homemaker services are also offered and provided to the elders under the community based programs. Homemaker services assist elders with light housekeeping and non-emergency transportation to and from medical appointments and/or dialysis. Caregiver services assist elders with personal care, light housekeeping, cooking and assistance with appointments. Respite care for caregivers and case management are services also offered under this program.

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Organizational Description

Contact Information: Carol Esquibel, Executive Director, e-mail address: cesquibel@pinonmgt.com, phone: (505)-552-6034, fax: (505)-552-7645.
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Board or Key Staff Members:
Roxane Spruce Bly, Chair
John Ulrich
Josephine Shije
Glen Kelsey
Gerald Hamilton

Number of Employees: 75	
Number of Laguna Tribal Members:	48

2011 Financial Description

Total Operating Budget	\$3,523,837
Total Revenue / Payments to POL	\$3,883,336

2011 Goals / Objectives / Status

- The goal that was established in 2009 for 2010 was to advance the quality of life for the elders by being a leader that incorporates traditional Native American cultural values in a dynamic, challenging healthcare environment while being financially strong and innovative throughout the organization.

2010 Accomplishments

- Community based program services are provided to the elders living in the Pueblo of Laguna. Over 100 meals are prepared daily and delivered to our elders that participate in our homebound and congregate meal program. Homebound meals are delivered to the elders living in the villages of Mesita, Paraje, New Laguna, Laguna Paguete, Seama and Encinal. Our congregate meal sites are in Laguna and Mesita and the Kawaike Senior Center and Laguna Rainbow.
- Caregiver and homemaker services - Are provided to approximately 40 elders living at home. Elders received assistance with personal care, light housekeeping, cooking, respite care, grocery shopping and transportation arrangements.
- Transportation services – There were 3,268 non-emergency transportation and assisted transport services provided to the elders.

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- Senior Olympics – Five elders qualified for the Senior Olympics at the National level. The National Senior Games was held for June 2011 in Houston, Texas.
- Census – Occupancy has averaged approximately 88.8% for the year.
- State Survey – Laguna Rainbow had its annual State Health Survey in June 2011 by the New Mexico Department of Health, and two deficiencies were cited.
- Federal Survey – The facility had its Federal Life Safety Survey in July 2011 and five deficiencies were cited.

2011 Challenges

Physical Plant – Laguna Rainbow faced many challenges related to the physical plant of the facility.

Drainage System – The drainage system was installed incorrectly which caused and continues to cause severe flooding around the building during heavy precipitation. At the south end of the building, storm flows drain toward the east, causing flooding to occur at the back door of the kitchen area. In addition, at the front drive of the facility, there is significant undermining of the asphalt.

2011-2012 Grant Funding - Grant funding from the State of New Mexico, Aging and Long-Term Services Department, Indian Area Agency on Aging (IAAA) received a reduction from the prior year of 1%.

Transportation – Transportation continues to be a challenge for Laguna Rainbow and for the community based programs. All five transportation vans have over 100,000 miles and require frequent repairs. Transportation is vital in providing services to our elders. For 2011, 4 vans were deemed not serviceable any longer.

2011 Collaborations

National Indian Council on Aging, Inc. – The National Indian Council on Aging (NICOA) partnered with Laguna Rainbow with the grant project: “National Minority Aging Organization Technical Assistance Center for the Development of Dementia Care Resources for American Indians and Alaska Natives”. The goal of this project is to support Laguna communities in providing support and education to caregivers who are caring for elders living with dementia and/or Alzheimer’s Disease.

University of New Mexico – The University of New Mexico (UNM) Health Sciences Center partnered with Laguna Rainbow with the grant project: “Geriatric Education Center.” The goal of this project is to focus on training health care professionals in geriatrics/gerontology.

State of New Mexico Department of Health – Laguna Rainbow has been working with the State of New Mexico Department of Health since 2006 in providing the Geriatric Clinic for

the elders in the community. The Geriatric Clinic provides physical examinations for the community elders as well as health education sessions on a quarterly basis.

American Health Care Association & New Mexico Health Care Association - The facility continues to participate in the American Health Care Association and the New Mexico Health Care Association.

2011 Highlights

- State Survey – Laguna Rainbow had its annual State Health Survey in June 2011 by the New Mexico Department of Health and two deficiencies were cited.
- Federal Survey – The facility had its Federal Life Safety Survey in July 2011 and five deficiencies were cited.
- Census – Occupancy has averaged approximately 88.8% for the year.
- Groundbreaking was held in August of 2011, for the construction of the new Kawaika Senior Center. Completion will tentatively be by Spring 2012.
- A 2011 Transport Van was purchased for the elders by the tribe in July.

2012 Future Plans / Goals / Objectives

- Medicare Certification - Laguna Rainbow has submitted a Medicare application to Centers for Medicare & Medicaid Services (CMS). This will allow the facility to provide skilled nursing and rehabilitation services for the elders. The elders will be able to utilize their Medicare benefits.
- Community Based Programs – Laguna Rainbow will continue to request grant funding in order to provide the community based services to the elders in the community. Our goal is to reach out to more elders in the community and provide community based program services such as: homebound and congregate meals, caregiver and homemakers services, respite care, case management and non-emergent transportation.
- Physical Plant Improvements – The physical plant improvements will be a priority for Laguna Rainbow.

LAGUNA DEPARTMENT OF EDUCATION (LDOE)

Mission

Hanu He ya Nayuutsi Gunishe - The concept refers to "People Preparing for Life's Journey"

Organizational Description/Scope of Work:

LDoE was created by Laguna Pueblo Council to combine all educational programs under one entity that would provide a continuum of high quality programs that support and promote life-long learning. LDoE strives to provide educational opportunities through a variety of services and programs, which are coordinated, comprehensive, culturally appropriate and community-driven.

"Meeting the Needs of

Every Child Through an Emphasis on Learning and Results"

Organizational Description

Contact Information:
Laguna Department of Education (LDoE) P.O. Box 207 Laguna, NM 87026 (505) 552-6008 (505) 552-6398 (fax) www.lagunaed.net

Board of Education:
Mr. Jack Ondelacy – President Ms. Marilyn Cheromiah – Vice President Ms. Janice Kowemy – Secretary/Treasurer Ms. Gloria Mariano – Member Ms. Elsie Vaio – Member Governor Richard Luarkie – Ex-Officio
Key Staff:
Superintendent: Dr. Anthony Fairbanks (505) 552-6008 a.fairbanks@lagunaed.net

Number of Employees	175
Number of Laguna Tribal Members	115

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Student Enrollment:

Division of Early Childhood: 242
Laguna Elementary School: 230
Laguna Middle School: 128
Partners for Success: 335
Laguna Acoma Connections: 57
Higher education: 120
Total: 1,112

Financial Description 2011:

SCHEDULE OF BUDGETED EXPENDITURES
FOR THE FISCAL YEAR 2011-2012

DESCRIPTION	AMOUNT
PRE K-8 (DEC/LMS/LES) INSTRUCTION/CLASSROOM	\$ 8,337,776
PROGRAM AND SUPPORT SERVICES	4,223,732
ADMINISTRATIVE SERVICES	862,700
	<hr/>
TOTAL FY 2011-2012 BUDGET	<u>\$ 13,424,208</u>

LAGUNA EDUCATION FOUNDATION	AMOUNT
PROGRAM SERVICES	\$ 4,300
SCHOLARSHIPS	22,000
S & W, F/B	54,676
	<hr/>
TOTAL FY 2011-2012 BUDGET	<u>\$ 80,976</u>

Goals/Objectives/Status 2011:

Continued throughout the year to align school operations in order to create a safe and supportive environment for all staff and students; and use research-based instructional strategies and designs within Early Childhood, Laguna Elementary and Laguna Middle schools to increase student achievement.

Accomplishments 2011:

- Office of Head Start in the U.S. Department of Health and Human Services Administration for Children and Families recognized the Laguna Division of Early Childhood as a Center of Excellence in Early Childhood. This award was given to only ten Head Start grantees in the United States and was the first awarded to a Native American program. The award recognizes that the Pueblo of Laguna community has worked many years to develop a solid framework to grow its early childhood programs to benefit Laguna children and families. It is a framework that will help Laguna Division of Early Childhood get to the next level.
- Division of Early Childhood Program Governance: smooth transition occurs from one year to the next, in regard to the Head Start Policy Council for Laguna children and their families, through shared decision-making.
- Division of Early Childhood Program Design and Management: all DEC employees work on adhering to numerous state and federal program regulations on a daily basis.
- Early Childhood Education and Development: the Hawaii Early Learning Profile is the assessment now being used for all programs. All Laguna Early Childhood programs use the same developmental assessment, the Hawaii Early Learning Profile (HELP). Use of the HELP across all programs helps align training for staff and helps parents use one tool to track the progress of a child's development.
- The Laguna Elementary and Middle Schools have accomplished a 7% increase in reading proficiency from spring 2010 to spring 2011: from 28% to 35%.
- The Laguna Elementary and Middle Schools have accomplished a 3% increase of math proficiency from spring 2010 to spring 2011: from 17% to 20%.
- The Laguna Elementary and Middle Schools have enhanced technology, integrated within the classrooms.
- The Bureau of Indian Education has recognized the Laguna Elementary and Middle Schools as being 100% compliant with all special education laws and requirements since 2009.
- Teachers have received training sessions to help develop their professional skills for classroom instruction. Continued training will be provided for ongoing professional development that focuses on Rigor, Relevance and Relationships for continued instructional expertise.
- The Laguna Elementary summer Keres language pilot program was very successful.
- Partners for Success and Laguna Acoma Connections served 335 participants for the project year.
- Partners for Success and Laguna Acoma Connections total numbers are reflective of several project activities throughout the year:

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12 General Educational Development graduates.

Five college graduates earned their AA or Certificates.

18 Summer Youth Employees.

One Heavy Equipment Operator Trainee.

130 Johnson O' Malley school supply cards distributed.

35 Laguna Acoma High School Seniors participated in Hawks On The Horizon.

- The Laguna Education Foundation awarded 120 higher education scholarships to Laguna Tribal members. There were 13 students who earned undergraduate degrees and five students earned graduate degrees.
- Laguna Acoma Connections served 57 American Indians with disabilities, 17 having successful gainful employment outcomes. This exceeds the Laguna Acoma Connections Vocational Rehabilitation project goals of 25 to be served, with 15 successful employment outcomes. This is a major milestone in the project history.
- The Bureau of Indian Affairs Environmental Management Audit Program conducted an audit of Laguna Department of Education Facilities Management in July 2011, for compliance with the Indian Affairs Environmental Management System regulations. Laguna Department of Education was 100% in compliance.

Challenges 2011:

- Aging and limited Early Childhood and Elementary School facilities.
- Partners for Success - More adults are seeking training and educational services to remain competitive in the job market. Cost of living, transportation and educational services are also increasing.
- Partners for Success – Higher Education had a record number (116) of applicants for 2011/12 academic school years. Funding levels have remained the same while scholarship needs have increased.
- Reduced federal funding for virtually all programs, their administrative costs, and services.

Collaborations 2011:

- A partnership has been initiated for the Division of Early Childhood, Laguna Elementary and Middle Schools with the Successful Practices Network, a national professional learning community, in coordination with the International Center For Leadership In Education. Teachers and administrators have participated in training with the Successful Practices Network program that is endorsed by the model school movement and the International Center for Educational Leadership. This important network is a part of efforts to improve curriculum, professional development and classroom instruction.
- Comprehensive health, behavioral and school-based (after & before school, summer, some evenings & weekends) collaborations were continued with Elev8 New Mexico and community partners for student, family services (206 participants).
- Laguna Elementary School has worked to develop collaboration with Sundance Educational Consultants for reading and math alignment efforts that included teacher input. With the use of the Odyssey Labs, students are getting an education that is technology based and data driven.

- Laguna Elementary School has also collaborated with the Pueblo of Laguna Tribal Administration and community health resources to begin a health and wellness awareness program that promotes good nutrition and exercise. Students and staff walked a mile with the guests. In addition, students participated in writing and art activities that emphasized the importance of a healthy lifestyle.
- Laguna Elementary and Middle Schools' collaborative efforts between the Special Education department and the Grants Cibola County Schools continue to help students to transition between schools.
- Laguna Elementary and Middle Schools had a successful Family Institute held on October 22, 2011.
- Laguna Elementary and Middle Schools have had training with Northwest Evaluation Association Measure of Academic Progress to use for state mandated short cycle assessment.
- Laguna Elementary and Middle Schools have had training for rubric for open ended and extended response for the New Mexico Standard Based Assessment.
- Laguna Middle School has collaborated with the National Micro Society Trainers to train staff for after school programs.
- Partners for Success have created positive partnerships with local educational institutions where participants are enrolled. PFS has met with Financial Aid Officers, Academic Advisement & Career Development Offices, Tutorial Services and Services Special to insure participants are guided in the right directions.
- Laguna Acoma Connections Vocational Rehabilitation Project hired a Vocation Rehabilitation Outreach Technician to participate in community program events for developing positive working relationships with both Pueblo of Laguna and Pueblo of Acoma programs.
- Laguna Education Foundation established Memoranda of Understanding with the University of New Mexico, New Mexico State University and New Mexico Highlands University that provide up to five free tuition and fees scholarship awards for Laguna Scholars.
- Laguna Education Foundation established an annual scholarship granting partnership with the New Mexico Gas Company to cover unmet need for up to three scholars per year.
- Laguna Education Foundation established a working relationship with the Daniels Fund Scholarship Program to cover unmet financial need for one Laguna Scholar at New Mexico Tech for up to four years.
- LDoE collaborated with the Pueblo of Laguna and the Bureau of Indian Affairs Office of Facilities Management to finalize the Program of Requirements for the new elementary school.

Highlights 2011:

- Laguna Elementary School collaborated with Pueblo of Laguna Governor Richard Luarkie and Bureau of Indian Education in promoting the revitalization of the Keres Language. A total of 59 kindergarten through second grade students participated in the seven-week pilot program. Six fluent Keres speakers conducted the classes.

- The Laguna Middle School Student Governor was selected to represent New Mexico at the National Youth Forum in April to present and discuss issues with Arnie Duncan, National Secretary of Education.
- Partners for Success Employment & Training program is in its third and final year for its grant cycle. PFS provided services to 335 participants, which is significant when compared to funding amounts provided.
- Partners for Success Higher Education provided scholarships to 116 tribal members for academic school year 2011-12.
- Successfully completed year one of five for Vocational Rehabilitation Project Grant.
- The Laguna Education Foundation recognized the 2010-2011 accomplishments of five scholars earning their graduate degrees, including a law school and a dental school graduate. Additional graduates included thirteen undergraduate scholars, earning their bachelors' and associate degrees.
- The Laguna Education Foundation completed year one of a three year \$148,600.00 Learn & Serve Grant for two hundred after school Laguna Middle School youth. The summer segment introduces youth to the Keres Language and trains them to become instructors and facilitators. The school year component engages youth in community and culture through the use of digital media.
- The Laguna Education Foundation conducted monthly Hawks on the Horizon College Prep workshops with Laguna Acoma High School seniors to assist high school seniors planning to attend college, vocational training or military service.

2012 Future Plans/Goals/Objectives:

- The Laguna Division of Early Childhood will focus on three strategies in 2012 for developing children who are excited about learning; and continue to develop early childhood professionals who recognize they join with parents/families in being "brain sculptors" of all young children:
 - Continue to work with all staff to practice a research-based early childhood relational approach (Brazelton Touchpoints) to working with children, parents/community and colleagues (Traditional Core Values/Relationships).
 - Continue to work on instructional effectiveness/literacy plan using developmentally appropriate practices (play-based NM Early Learning Guidelines) to incorporate literacy/Keres language into all developmental areas and provide training to provide parents/early childhood staff with even more activities to use to maximize children's brain development during our interactions with them (Rigor and Relevance).
 - Develop an early childhood development/early education committee (administrators/teachers/family visitors/Parent Policy Council/other early childhood professionals) to assess how well strategies are working and to ensure monitoring of work effort is being documented and analyzed (Organizational Leadership).
- The Laguna Elementary and Middle Schools reading goal:
 - Students scoring proficient in 3rd thru 8th grades will increase at least 10%. Fall 2011 baseline proficiency is 38% (as identified from internal assessments).

- The Laguna Elementary and Middle Schools math goal:
 - Students scoring proficient in 3rd thru 8th grades will increase at least 10% from fall to spring. Fall 2011 baseline proficiency is 30% (as identified from internal assessments).
- Partners for Success and Laguna Acoma Connections programs will apply for another three years (2012-2014) of funding:
 - Grant to focus on tutoring and jobs for school aged students, supplemental scholarships for college students and education, job skills and training for adult learners and workers.
 - PFS will work on developing relationships and partnerships with Pueblo of Laguna programs, NM State Workforce Investment Act projects, and public and private businesses to learn about the opportunities or impacts.
- Partners for Success and Laguna Acoma Connections will assist eligible American Indians with disabilities to prepare for gainful employment.
- Partners for Success and Laguna Acoma Connections through a cooperative working agreement, letters of commitment and/or letters of collaboration will ensure that the project will work in collaboration with appropriate service providers to address employment, appropriate counseling services, higher education, transition services, housing opportunities and transportation, for consumers with disabilities.
- Continue collaborations for Phase II of the planning and design for the new Early Childhood facility and elementary school.
- The 2011-12 Strategies for the Laguna Elementary and Middle Schools to improve academic proficiency:
 - Alignment of curriculum with a standardized lesson plan template.
 - Partnership between instructional assessments and the Compass Learning (digital curriculum).
 - Staff evaluations include academic performance of students.
 - Student incentives for perfect attendance, academics and good behavior.
 - On-going staff development in math instruction and staff development for math teachers and paraprofessionals.
 - Instructional coach in classrooms to enhance math instruction.
 - Instructional coaches in classrooms to enhance reading and writing instruction.
 - On-going staff development in reading instruction.
 - Provide parents/guardians with professional publications on how to help their child succeed in school.
 - Continued encouragement with parents/guardians to be involved with their child's education.
 - New technology - Interactive (white) boards: classrooms are equipped with a PolyVision board for interactive instruction, especially for reading and mathematics. Students use the boards to make class presentations and to show understanding of specific math concepts.

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We are one heart, one mind, honoring and reinvigorating the Laguna way of life*

UTILITY AUTHORITY

Mission

The Utility Authority will provide our customers with QUALITY, RELIABLE, and DEPENDABLE SERVICE.

Scope of Work

The Utility Authority (UA) is responsible for developing, improving, operating, and planning for utility services to the Pueblo of Laguna. The UA is focused specifically to perform essential functions of water/wastewater systems and the solid waste disposal system within and adjacent to the Pueblo of Laguna.

Organizational Description

Contact Information: Pueblo of Laguna Utility Authority
P.O. Box 208, Laguna, NM 87026 – 11 Rodeo Drive, Bldg A
(505) 552-9631 FAX# (505) 552-9958

Key Staff Members:		
Chester Ray	Donald Siow, Jr.	Felipe Lorenzo
Gregory Poncho	Donovan Lucero	John Carrillo
Steven Ray	Ben Aragon, Jr.	Clemente Aragon
Jeffrey Antonio	Larry Juanico	Phillip Riley, Jr.
Kyle Leon	Derek Martin	Gilbert Martinez
Laura Poncho	Rachel Weeker	Rosalia Baca
Alex Romero, Jr.	Paul Ray	
Support for Key Staff Members:		
Leonard Otero	Heather Kie	Harold Johnson, Sr.
Neal Kie	Gaylord Siow	Rick Smith, Sr.
Thelma Antonio	Jeanette Sarracino	

Number of Employees	28
Number of Laguna Tribal Members	26

2011 Financial Description

Total Operating Budget	\$ 2,616,209	
Total Revenue / Payments to POL	Utility Revenue	\$862,732
	Grants	\$398,463
	Tribal Members	\$972,214
	CIP	\$316,100
	Other	\$ 7,200

2011 Goals / Objectives / Status

Water/Wastewater

- Completion of Phases 1 and 2 of the Encinal Filtration System project. Phase 3 will be the construction of a new 125,000 gallon water tank with new fencing
- Continue with septic and drainfield replacements for our customers
- Continued 24/7 emergency On-Call customer service

Solid Waste

- Continue enforcement of the Pueblo of Laguna Solid Waste Codes and Regulations regarding illegal dumping.

Septic Systems

- Continue with assessments of all residential septic tank on the Pueblo of Laguna in conjunction with the UA construction crews for repairs and replacement of failing systems
- Continue O & M of all septic tanks to reduce continuous pumping of systems
- Expand services provided by the septic department for Laguna and the surrounding communities

QA/QC

- Coordinate and implement GPS/GIS as a planning and operational tool for mapping operations and maintenance projects, planned projects, asset management, and customer infrastructure
- Update and develop guidelines for System Operation Procedures for water and wastewater system including internal enforcement procedures
- Coordination of LIHEAP Program with monitoring customers needs for the program
- Research grant opportunities for weatherization, EPA projects, education, and infrastructure

Telecommunications

- Work with USDA on proceeding with Community Connect Grant (CCG) to bring broadband services to our customers

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- Obtain written agreements and letters from villages with notice to proceed for the USDA for the Community Connect Grant

2011 Accomplishments

Water/Wastewater

- The water department has made great strides this year in accomplishing many improvements to our water system. Drawings from BHI for the Phase II project have been reviewed for the water replacement project
- POLUA has been successful in working with our customers to improve collections of services in order to have funds to assist the needs of the people
- POLUA has coordinated construction of a new sewage lagoon for the village of Encinal
- POLUA has completed construction of 24 septic tanks and drainfields throughout the 6 villages
- Completed water and sewer service installations for customers under the I.H.S. Scattered Housing project scope of work
- Reconstructed 5 lift-stations which included coating, new pumps, and controls
- Hiring and training of 5 new employees to improve our productivity with providing better customer service and completing repairs and construction of new systems

Solid Waste

- Completed NMED RAID Tire Recycling Project (Total award \$11,500.00 for removal of scrap tires)
- Approximately 1,158 tons of community waste hauled out of the Transfer Station from Jan. – Oct. 2011
- Approximately 124 tons of Scrap Metal was hauled to the recycling facility in Albuquerque from Jan. – Oct. 2011
- Approximately 31 tons of recycled material was hauled to the recycling facility in Albuquerque from Jan. to Oct. 2011. (Cardboard, plastics...etc.)
- Delivered 36 cords of wood to customers that qualified for the LIHEAP program
- Provided in-kind services for numerous activities throughout to Pueblo of Laguna (i.e. porta-potty services for feasts and ceremonies), Grave digging (47 funerals, Jan thru Oct, 2011)

Septic Systems

- Monitoring of residential septic tank systems which are operating correctly to reduce costs for servicing and assist UA construction crew for installation of new septic systems
- Installation of risers and lids for septic tanks throughout the Laguna community
- Completed 555 work orders for residential septic tank pumping

Weatherization (EECBG)

- The weatherization techs continue to weatherize homes through the Pueblo. This includes retrofits to be performed including but not limited to: window and door repair, weather stripping, air sealing, caulking, minor structural repairs, duct sealing, installation of CFL bulbs, installation of smoke detectors, and carbon monoxide testing

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- Weatherization of 50 homes
- Worked with the LIHEAP program to install wood/pellet stoves
- Program focuses on weatherizing traditional homes within the various villages. Traditional homes are more in need of weatherization

QA/QC

- Continue 5th year LIHEAP program as a customer assistance program that benefits low-income households with a one-time utility bill payment assistance. Participation grew from year 2005 at 110 to 2011 at 286 Laguna households.
- Stats: 833 people assisted, 110 elderly, 134 children (under 6), 65 disabled; 204 at or below 100% poverty level (\$10,845), 21 at 110% PV (\$11,935), 29 at 125% PV (13,560), and 34 at 150% PV (\$16,260); 66 natural gas, 48 propane, 131 electricity, 41 wood; 26% average energy burden; expended \$63,080; and \$10,400 stove replacement used as leveraging funds for the USDOE Energy Efficiency Conservation Block Grant
- Completed Emergency Response Plans for RUS USDA project
- Compliance sampling:
 - Encinal, all sampling has been completed for this water system,
 - Paguete, disinfection by product rule (DBPR), lead and copper sampling completed.
 - Nitrate, inorganic chemicals (IOCs) is scheduled for completion by 12/16/11;
 - Laguna Valley, DBRP complete. Nitrate, OICs is scheduled for 12/16/11, pending EPA's approval of site change.
- 2011 Record accomplishment: Routine Total Coliform sampling with no violations.

Telecommunications

- USDA Community Connect Grant Audit Completed and approved
- Sent USDA updated plan, documents and signatures for the Community Connect Grant and received verbal approval for plans, Audit and Budget
- USDA building agreements and Letters of Notice to Proceed are in process

2011 Challenges

Water/Wastewater

- Some challenges we have experienced this year have been difficulty in keeping up with the amount of work at our disposal. On-going CDL training/certification of field personnel
- *Getting customers to understand the importance of paying their bill for services in order for the Utility Authority to offer quality, reliable and dependable help to the people of Laguna at low or no cost*

Septic

- POLUA has difficulty with porta-potty service because we do not have the truck equipped with accessories to provide multiple services at one time this creates an issue with the Laguna Feast

Telecommunications

- Resubmitting and updating Community Connect Grant plan, documents and signatures; communication barriers for response time for written agreements and letters to proceed

2011 Collaborations

Water/Wastewater

- UA has built good working relationships with several outside contractors as well as with I.H.S. staff
- The Pueblo of Laguna Tribal Council has graciously approved a construction loan repayment in the amount of \$500,000 for the new UA office warehouse. This is a major collaboration with our local government
- UA assisted Laguna Construction Company on the L-50 Road Project by realigning a sewer line and removing a manhole and allowing the project to stay on track for completion
- UA assisted in the removal of abandoned sewer lines and a manhole at the new Senior Center project
- UA contracts with I.H.S. as a contractor to install and replace systems under the Drain Field Replacement and Scattered Housing projects.
- Continuation of NM One-Call for utility locates
- Work with the NM Gas Co. to assist customers with re-establishing gas services
- UA worked with the Pueblo of Laguna and various entities to receive a USDA grant/loan of \$26.6M for water systems improvement (new waterline replacement of the 40-yr old outdated existing water service line and mains). This phase will also include the replacement/upgrade to the existing lagoon in the Village of Encinal
- UA worked with the tribe to complete applications and receive funding for the USDA Native American Set-Asides to upgrade/improve and replace sewer mains and lagoons

Solid Waste

- Pueblo of Laguna Environmental Department
- New Mexico Environmental Department – Solid Waste Bureau
- New Mexico Recycling Coalition
- Eight Northern Pueblos – Office of Environmental Technical Assistance
- USDA – Rural Development – Water and Environmental Programs

QA/QC

- UA has built a good relationship with New Mexico Rural Water Association and Environmental Finance (EPA)

2012 Future Plans / Goals / Objectives

Water/Wastewater

- Continue the septic tank and drainfield replacements to 25 homes with dilapidated systems. Many of the existing sewer systems have out lasted their service expectancy and now require replacement
- To acquire the plumbers from Pueblo of Laguna so that all water and waste water service providers are available with one call for our customers
- UA to install a new sewer main extension at Cernoville which will add approximately 6 homes to the new sewer system. This alleviates the amount of trips to pump septic tanks in this area
- Replacement of all existing outdated water and sewer service lines and mains under the Phase II project and UA work force
- To greatly reduce the amount of septic systems where possible

Solid Waste

- Continue to reduce costs for hauling and disposal of Community Waste from the transfer station
- Continue to seek financial resources to assist with the removal and disposal of solid waste throughout the Laguna Pueblo
- Seek funding for purchase of new trash trucks
- Operate 2nd compactor to reduce costs

Septic Systems

- Continue to reduce cost for residential septic system pumping
- Begin outsourcing UA septic pumping services to the surrounding communities (i.e. Highland Meadows, Cubero, Seboyeta and Bibo)
- Purchase an additional septic pump truck

QA/QC

- Create procedures to keep monitoring compliance on track
- Create O&M procedure for tanks, wellheads, hydrants, valves, lift stations, and filtration system
- Create a plan to collaborate with the POL/NM Environmental Department, LHDME, Village Mayordomos, LDOE, and village committees regarding land use and infrastructure
- Seek grant funding opportunities for water infrastructure, education and community outreach
- Develop O&M procedures for wastewater monitoring and compliance

Telecommunications

- Receive USDA agreements and letters to proceed for the Community Connect Grant
- Finalize Contracts and Agreements all associated with Community Connect Grant
- Educate the community on the Community Connect Grant requirements, planning and designConstruct pueblo wide network infrastructure and provide broadband services to 6 villages